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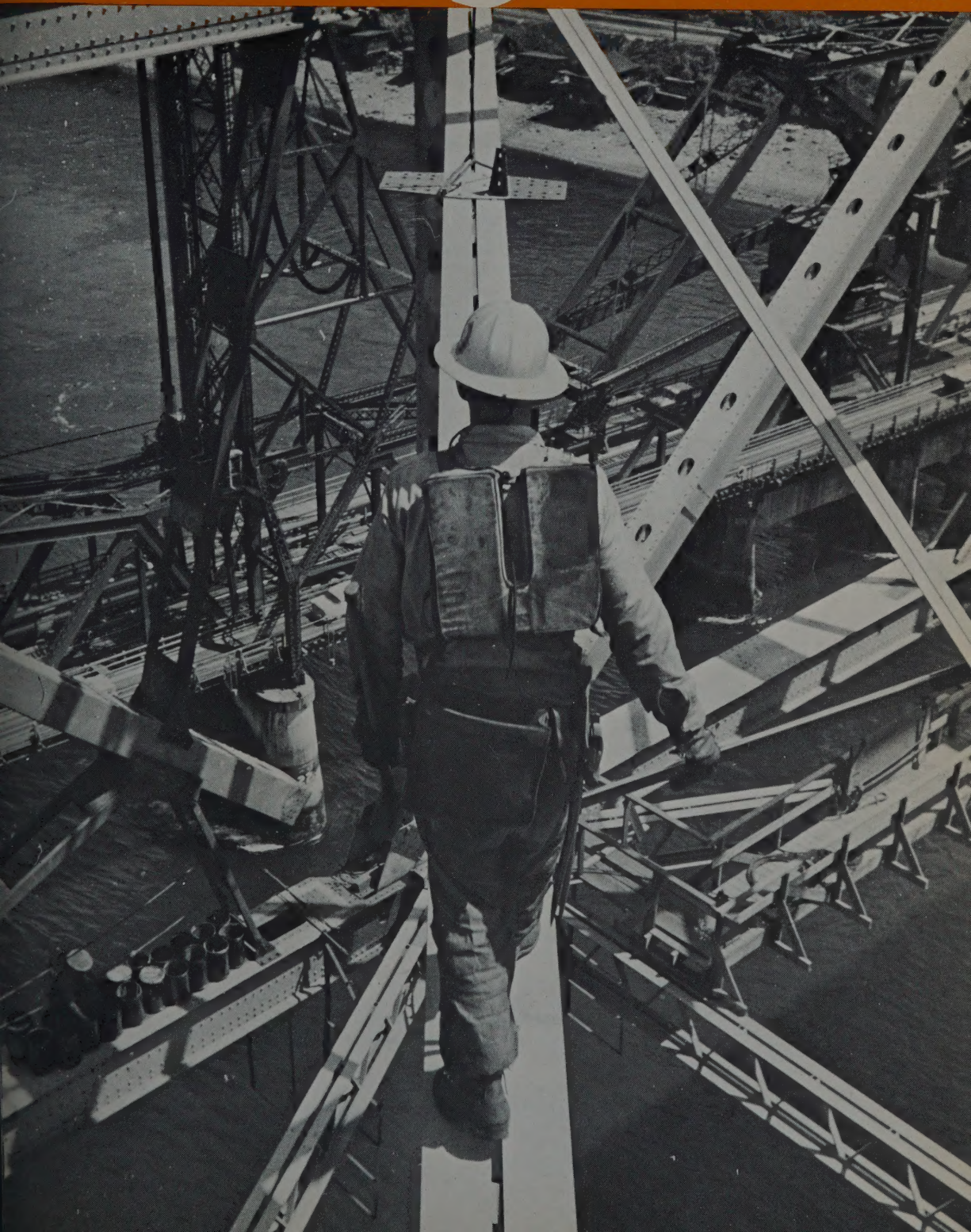
da Department of Labour

June 1969



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onstruction Association annual meeting,
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NFB photo

he LABOUR GAZETTE, published monthly in English and French by the Canada epartment of Labour, Public Relations and Information Services Branch. David Monk, Director, is listed in the Canadian Periodical Index and the Current ontents, Behavioral, Social and Management Sciences. CORRESPONDENCE— ddress letters dealing with editorial matters to the Editor, those dealing with bscriptions to the Circulation Manager. SUBSCRIPTIONS — Canada: $3 a year, ngle copies 50 cents each; all other countries: $5 a year, single copies 50 cents ch. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER — Five or more annual subscriptions, $1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. BOUND VOLUMES — $5 a copy delivered in Canada, $7 a copy to other countries. CHANGE OF ADDRESS — Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.

CNR photo

Key figures in the UTU Train and Yard Service employees settlement were: (l. to r.) J. C. Anderson, Vice-President, Industrial Relations, CPR; G. C. Gale, Vice-President, UTU; W. P. Kelly, Director, Conciliation and Arbitration Branch, Canada Department of Labour; G. W. McDevitt, Vice-President, UTU; and K. L. Crump, Assistant Vice-President, Labour Relations, CNR.

First UTU contract settlement

The system of preventive mediation developed by the Minister of Labour, Hon. Bryce Mackasey (L. G., Feb., p. 72; Mar., p. 144), has once again demonstrated its effectiveness with the signing of further important railway agreements. Emulating the Minister's success as a mediator in earlier disputes, W. P. Kelly, Director of the Department's Conciliation and Arbitration Branch, has settled the latest disagreement in the current series of bargaining talks between the railways and the railway unions.

There were two separate disputes involving the Canadian National Railways and the United Transportation Union on the one hand and the Canadian Pacific Railway Company and the UTU on the other.

The UTU, in its first contract negotiations since its formation through merger of four railway unions (L. G., March, p. 152), served notice on the railways on November 1, 1968, to revise the collective agreements expiring December 31, 1968. The UTU negotiated directly with each railway until early February when the parties jointly requested the Minister of Labour to appoint a mediator. The Minister appointed Mr. Kelly to assist the parties in resolving the issues and he entered the dispute on February 12.

Several meetings were held throughout February and March and memoranda of settlements were signed between the union and each railway company on March 21. The terms of settlement provided a total wage increase of 13 per cent over a two-year agreement effective from January 1, 1969. Other main items in the agreement include:

- the companies to bear the full cost of an improved health and welfare plan;
- improved vacations;
- one additional statutory holiday;
- and a rule to provide for negotiation and for final arbitration of any material change in working conditions having adverse effects on employees.

On being congratulated on his success as mediator, Mr. Kelly said that "while there was a deadlock, once this was broken most of the credit for the settlement must go to the negotiators, who were willing to keep the discussions on a meaningful and productive level."

Ontario launches appeal for student employment

The Ontario Government launche appeal in March to help find jobs fo more than 357,000 Ontario students will be looking for employment summer.

To promote its program, the On Government advertised in newspa sent information kits to 300 empl associations in the province and letters to presidents of more than 3 Ontario companies. The Governme co-operating with the federal Manp Centres to arrange for student registr and will put students in touch prospective employers through stu placement offices on university camp

The Ontario Government will about 6,400 students for the sum another 1,500 jobs will be made ava by government boards and commiss The federal Government is hiring at 2,000 university students for su work this year.

Sylva Gelber appointed as ILO consultant

Miss Sylva M. Gelber, Director o Women's Bureau of the Departmen been appointed to the Internat Labour Organization's panel of sultants on the problems of w workers. The panel was set up to a on the specific problems of w workers and on the programs need meet such problems.

The primary functions of this pan to keep the International Labour informed of major developments re to women workers, to provide inf tion to the Office on basic trends i field, and to be at the disposal o Office to reply to specific ques Members of the panel are also ex to provide the Office with releva formation on their own initiative.

Members of the panel are chos the outstanding position they h the functions they perform in the fi women workers, and their appoin is valid only for as long as they co to fulfil this role. Miss Gelber join Department last October (L. G., 1968, p. 640) after 18 years wit Department of National Health Welfare. Her career includes ext experience in labour relations, work, social research and administr

Photo by Inn Studios Ltd., Toronto

George Burt Honoured at Testimonial Banquet

The George Burt Testimonial Banquet s held in Toronto on March 24 for e man who served as Canadian Re- onal Director of the United Automobile orkers of America for a quarter of a ntury. Mr. Burt was one of the original mbers of UAW Local 222 and its first retary-treasurer. He was then elected Canadian Director of the UAW at its eveland convention in 1939, a post he d until his retirement in May 1968.

He was elected a vice-president of the tario Federation of Labour in 1946, d served as president from 1951 to 53. He was elected a regional vice- sident of the merged Canadian Labour ngress in 1956, and later became eral vice-president and at a western mispheric conference of the Interna- nal Confederation of Free Trade Unions Brazil, he represented the CLC and ed as chairman. The testimonial ban- t was sponsored by the Ontario His- rut Trade Union Council. Proceeds e to go toward the building of a onal medical centre near Tel Aviv, el.

lead table guests (picture above): left right, David B. Archer, President, ario Federation of Labour, and chair- n of the banquet arrangements com- ee; guest speaker Emil Mazey, UAW rnational Secretary-Treasurer; George tt, chairman, Co-operative Dwellings ociation of Windsor; Premier John Robarts of Ontario; Dennis McDermott, UAW Canadian Director and banquet chairman. Standing, left to right, Donald MacDonald, President, Canadian Labour Congress; Robert Nixon, leader of the Ontario Liberal Party; Toronto's Mayor William Dennison; Donald C. MacDonald, leader of the Ontario New Democratic Party; Max Federman, chairman, Canadian Trade Union Council for Histadrut.

COMING EVENTS

June 16-18 — New Brunswick Federation of Labour, Lord Beaverbrook Hotel, Fredericton, N.B.

June 18-19 — Canadian Industrial Relations Research Institute meeting at the University of Montreal. The sixth annual meeting of the Institute will consist of workshops and discussions. More information is available from the University's Département des Relations Industrielles, Case postale 6128, Montréal 3.

June 22-28 — International Association of Personnel in Employment Security Convention, Columbus, Ohio.

Children's Day Care Centre Set Up by U.S. Department

A centre for the day care of children whose parents are employed in the Washington offices of the U.S. Department of Labor has been developed with the help of a former director of the U.S. Women's Bureau, Mrs. Esther Peterson, Assistant Secretary of Labor for Wage and Labor Standards.

The centre, designed to serve as a model to show that day care can and should be provided for children of their employees, is housed in a Washington government building. The first to be established by a federal agency, the centre can accommodate 60 children, but only 30 will be enrolled initially.

The director of the centre is a former Headstart teacher with a supporting staff of two full-time teachers and several aides. A social worker and psychiatrist are also on the staff.

Hours are from 7:45 a.m. to 5:45 p.m. and a hot lunch is served daily. Fees are based on total annual family income, ranging from *1 a qeek for families with an income of less than *4,000, to *25 a week where family income exceeds *15,000. Additional cost of the centre's operation is defrayed by a grant of *60,000 under the Manpower Development and Training Act.

Construction safety: "we worry"

The most sophisticated and stringent construction safety rules in the world are next to useless unless there are competent, well-organized safety inspectors able to act efficiently and quickly in the application of effective enforcement devices. This was the opinion expressed in a brief presented in January by a joint committee representing major union organizations and the Construction Safety Association of Ontario, to the Labour Safety Council, a union-management advisory body appointed under the Ontario Department of Labour Act.

"Even in municipalities where construction safety inspection is of a respectable calibre," the brief states, "inspectors are often hindered in their efforts to prevent accidents by cumbersome enforcement devices that make the judicial prevention or prosecution of violations difficult, if not impossible."

There were also deficiencies in the construction safety rules themselves, the brief said. Some of the recommendations suggested were:

- that the Ontario Department of Labour take definite steps towards adoption of nation-wide standards for construction equipment;
- that a constructor be required to assume primary responsibility for safety equipment and compliance with regulations;
- that constructors be required to keep drawings of a project and make them available for scrutiny by construction safety inspectors, and that any charges or revisions be signed by a professional engineer;
- that the maximum allowable penalty for violating the Construction Safety Act be increased from $1000 to $3000 for an individual, and from $5,000 to $10,000 for a corporation;
- that minimum fines of $300 for an individual and $1000 for a corporation be established for repeated offences;
- that the appointment and regulation of safety inspectors under the Act be assumed by the Ontario Department of Labour;
- that the minimum qualifications for construction safety inspectors be raised;
- that new legislation be enacted to provide for methods of controlling new or established contractors who refuse to adopt adequate accident control policies;
- that the constructor, before starting a project, be required to point out potential hazards to the workmen in a language they understand;
- that employees be given the right, through specific legislation, to refuse to work under unsafe conditions;
- that new detailed provisions covering various aspects of safety be included in the Construction Safety Act and the Trench Excavators' Protection Act, and
- that regulatory provisions relating to qualifications of trench inspectors be amended in order to place all inspection under one controlling agency in the Ontario Department of Labour.

New superannuation plan unveiled in Britain

The British Government has published a White Paper outlining a new superannuation scheme. The plan, expected to be in operation by April 1972, will mean that most people will have to pay higher national insurance contributions. The new pensions will not be paid to those who become pensioners before the scheme begins.

The country's lowest-paid workers will get more than 60 per cent of their earnings on retirement, but the higher paid workers will receive less than half. Secretary of State for Social Services, Richard Crossman said that the element of redistribution is essential to the scheme.

Under the new pension plan, the flat-rate contribution will go. Instead, there will be straight percentage deductions from earnings up to a limit of £1,700 ($4,080) a year, £33 ($79.20) a week. Beyond that figure, there would be no further contribution to the state scheme. The proposed plan provides for periodic reviews of the plan to offset rising prices and beyond that, as national income rises, pensioners and other beneficiaries will receive bonuses from the state contribution.

At the start, both employees and employers will pay 6¾ per cent into two separate funds and the Government will continue to contribute at the rate of about 18 per cent of the combined national insurance contributions of insured persons and employers.

Ingenious way found for higher salary scale

The fight for equal pay for equal work continues. In the Republic of South Africa, the Public Service Commission has a higher pay scale for males than for females, but one woman clerk working in Pretoria found an ingenious way of getting the higher salary scale. After undergoing a series of sex-change operations, switching the person from Sylvia to Andre Strydom, aged 41, he has been medically certified as a male, and is now eligible for pay at the higher rate.

New York longshoremen end 56-day strike

The 56-day New York dock st ended February 15. The settlement, ting a pattern for the industry, calls fo hourly wage-benefit package increas $1.60, raising the top-scale, hourly to $4.60 after three years.

The New York longshoremen reac an agreement but intended to wait settlement in all east and gulf-coast p before voting on the agreement. A c order forced a vote and the contract approved. Under the agreement, e longshoreman in the New York area be guaranteed 2,080 hours of wor year — a 40-hour-week. The union won the right to unload and reload e prepackaged container shipped withi miles of New York.

The New York settlement was follo by agreements in New Orleans, Miami, Fla., Port Everglades, Hampton Roads, Va. and Baltimore, This left Boston, Mass. and Galve Tex. without agreements. Shipper Boston refused to go along with si terms to the New York settlement as said it would increase operating cos 50 per cent and might bankrupt the

Employers groups unite to form one association

A way of bringing stability to indu tried successfully in Europe, is introduced in Quebec. It's an emplo organization called the *Conseil du P nat du Québec* (Quebec Manage Council), a federation of manage associations.

In Sweden, the powerful emplo organization and the labour feder provide a balance and establish nor economic expansion, general wage and fringe benefit standards. In Fr Germany and The Netherlands, emplo groups also play a big role in barga with labour.

The idea behind the council is to hundreds of management associatio the province and provide a single to speak for them. But each m association will still keep its autono the fields that are specifically its while the Council will speak on br subjects rather than individual issu

Priority will be given to labour a but Council President Charles Pe President of Casavant Frères Ltée Hyacinthe, says that the council w negotiate on behalf of its member ciations in labour agreements.

50 Years Ago

In the Labour Gazette, June 1919

HE MOST serious dispute in the industrial history of nada happened in Winnipeg in June, following a strike of e metal and building trades, the LABOUR GAZETTE reported June 1919. Before it ended, sympathetic strikes involving ,000 workers raged through several western cities and reatened to erupt at Vancouver and other points in British olumbia.

Difficulties began when workers in the metal trades walked f the job on May 1 after lengthy negotiations in which they manded various wage increases and a 44-hour week. The innipeg Trades and Labour Council issued a notice on ay 7 setting out the demands of the metal trades and en-rsing the demands of the building trades. The council then ok a vote on calling a general strike.

Strike votes were taken by the various unions affiliated with e council, and on May 15, about 27,000 employees — eet railwaymen, elevator men, postal employees, delivery en, clerks, bookkeepers, stenographers, employees of partment stores, railway employees, municipal employees d others — went on strike. The next day, telegraph operators, ephone operators and electrical workers joined them. Police-en and firemen wanted to join the trike too, but were asked the strike committee to stay on their jobs. When the printers llowed the mass exodus, Winnipeg's daily newspapers were rced to suspend publication.

Commenting on the strike, a North Winnipeg MP, Dr. R. Blake, said that the heart of labour was right, but that ny of its leaders were wrong, and that labour was being sled in the West by revolutionary and socialistic elements t appeared to be in control. The Winnipeg strike, in his inion, was less a strike than a revolution. The Government, cording to Dr. Blake, should stamp out sedition and amend criminal code to prevent civic, provincial and federal ployees from striking. "There will never be a court whose isions will please everyone," he said, "Yet there must be ne tribunal to settle disputes [some tribunal] whose de-ons when rendered are final. In this age and generation, hould not be found necessary to strike in order to strike disputes."

* * * *

Canadians were questioning the high cost of living in 1919. what appeared to be a forerunner of the Consumers sociation of Canada, Sir Thomas White, Minister of ance, introduced a resolution for a special committee of House of Commons to inquire into the cost of food, thing, fuel and other necessities throughout Canada, and the rates of profit made by dealers and others connected n their production, distribution and sale. The committee asked also to investigate rents for houses in industrial tres, and the return on capital; it was empowered to send persons, papers and records, to examine witnesses under n, to engage accountants and other necessary assistants, to report to the House with recommendations for re-uing prices and rents.

The first international labour conference was to meet in Washington in October, and was expected to discuss unhealthy work, women's employment before and after childbirth, and the minimum age for employing children. It was to discuss also the application and extension of the international convention adopted at Berne in 1906 forbidding night work for women employed in industry, and the use of white phosphorous in the manufacture of matches.

* * * *

Technical education was being promoted in Canada with a government bill that passed its first reading in the House of Commons on June 5. The bill proposed an appropriation of $10,000,000 to be expended in installments during a period of 10 years, beginning with $700,000 the first year. Quarterly amounts were to be paid to several provincial governments, but a grant payable to any province in a year was not to exceed the amount expended by the provincial government on technical education for that year. Not more than 25 per cent of the annual grant could be used for getting land, erecting or improving buildings, or supplying furniture or equipment. And each province was expected to submit itemized annual reports to the Minister of Labour.

* * * *

Laws restricting child labour imposed hardship on families who counted on their children's contribution to the family income. Many child labour laws in the United States provided for exemption because of poverty, the LABOUR GAZETTE reported, and the argument against such laws was being answered in a very practical way through the establishment of mothers' pensions in Canada, the United States and other countries. Officials on both sides of the border were particularly concerned that many families were headed by a woman, owing to a husband's death, illness or incarceration in an insane asylum or penal institution.

The first legislative step toward mothers' pensions in Canada was taken in 1916 when the Manitoba legislature passed the Mothers' Allowances Act. Saskatchewan followed in 1917, and Alberta in April 1919. At the time of writing, similar legislation was being considered in Ontario, Nova Scotia and other provinces, the GAZETTE reported. A statement by the Manitoba Mothers' Allowances Commission, indicated that, at the end of May, 295 families were receiving the allowance. The average city allowance for each family had been increased to $61, and the rural allowance to $49.16. Since the Act came into force, 1,072 had benefited from it.

* * * *

And the first report of the British Columbia Minimum Wage Board stated that the majority of male workers in British Columbia industry were earning $30 to $35 a week. But in a review of 2,043 jobs held by women, it was reported that 73.8 per cent earned less than the minimum recommended by the Government. Working girls in the laundry business did not get more than $10 a week, and many of them earned only $7.50.

The New Role of Women

Sylva M. Gelber

THE role that woman has played in society has shifted changed with the times along with shifts and changes in so and cultural values. In the wake of the rapid social cha characteristic of the times in which we live, the role of wo is, inevitably, being affected. Revolutionary technolog innovations and the advent of the computer have already their effect on our methods of production; many of the m complex technical jobs can be carried out as capably now women as by men. The advent of the "pill" has, for the time in the history of civilization, freed woman from unforeseen, unplanned pregnancy, which too often virtu enslaved her.

The new factor in the role of women is that, more than before in recorded history, woman is in the position of b able to make choices as to her future. In the society beginning to take shape at this time, she may fulfil herself thereby enrich the environment in which she lives, by acqu education and skills, by becoming a housewife and mo by entering into a career, not only once but at least t during the economically productive years of her life, or may choose a combination of these roles. The new so may enable her to make her choice freely, having regard t family situation, her own potential, and the welfare o community in general.

Perhaps for the first time, society will neither disdain adore woman in her new role, but will accept her as the pa of man. This will entail some positive action on the pa woman herself. Politically, she must accept the responsi of citizenship to the full; this requires not only that she exe the franchise which has been hers these fifty years, but that she actively participate in the political life of the com nity. Obviously such participation will have to be geare other responsibilities. But if woman continues to a herself from the law-making chambers of the various dictions, then it may be anticipated that there will con to be a dearth of legislation, which alone can fully assur the partnership she seeks in human affairs.

This article is condensed from a speech by Sylvia M. Gelber, Di Women's Bureau, Canada Department of Labour, presented as pa symposium on *New Morality: Challenges to Old Values*, arranged the auspices of the Jewish Family and Child Services. The symp was held on January 23, 1969, in Toronto, Ont.

In the field of education, woman also must participate fully in the opportunities that are opening so as to a higher levels of learning and broadening skills. The pot of woman has already been amply demonstrated b scholastic records of the last few years. Only woman h can ensure that her educational background is consisten her educational potential.

In the field of employment, woman herself has a role t although society as a whole must, in its own interest, that women are properly and fully employed when they the labour force. The present readiness of women to

Women's Bureau

bs classified at a level, considerably lower than those for nich they are capable, cannot bring society nearer to the al of full utilization of all potential skills.

The shift from agricultural to urban life, and the shift from anual to mechanical methods of household maintenance, s freed the housewife from much of the arduous, time-nsuming drudgery of housework, giving her a liberty un-tainable before now.

Woman's role in society today, however, is still shaped by e limit she places on the expectations of herself with regard the outside world. Margaret Meade has pointed out that equently in our culture, women fear success lest they lose eir feminity; while, in the same culture, men fear failure t they lose their masculinity!

It is difficult to foresee the long-term effects on our society a whole of the revolutionary technological and scientific vances that mark the present age. The advent of progress ll in transition has changed and undoubtedly will continue change almost all facets of the life into which this generation is born. It is not only that changes are taking place in our ciety but, characteristic of the time, is the speed with which ese changes are taking place. Planned careers for a lifetime ay be a thing of the past; and trends that show the speed th which skills become obsolescent are already well-defined. the field of health and safety, as in other fields, science and chnology including automation, have already made their arks.

It is within this context that the new role of woman must be ewed. For those women who maintain a household, it means reduction in the hours previously devoted to household ores that, with the aid of modern household gadgetry, may w be completed in a minimum of time. The housewife of day—unlike the housewife of yesterday—while fulfilling her ditional role within her home, has extra hours available her, which may be used for pursuit of her own choice—for rning, for recreation or for creative activities. Advanced ecommunications may make it possible for her to continue mal studies without stepping outside her home, if she should wish. In all circumstances, an extra measure may be added her creativity as a human being.

The employed woman of today working in industry finds t heavy and complex jobs, which until now were beyond her ysical capabilities, have been automated; the physical effort t once was associated with the particular occupation has n removed. As a result, the concept that there are jobs table for women and other job suitable for men is slowly ing way to the concept of jobs for the competent, regardless sex. The key to jobs for women may now rest on their mpetence and ability.

To those born in this country during the last two or three ades, it is difficult to recall that many of the privileges of izenship taken for granted now were won but a very short e ago in our land. For example, the right of a female citizen vote in a provincial or federal election, dates only from the s during and following World War I. Legislation estab-ishing these rights emanated initially from the provinces in hwest, where pioneer women had stood shoulder to shoulder h their men folk, pushing back the frontiers. The first tutes were placed on the books in 1916 in Manitoba, owed by Saskatchewan and Alberta.

re women "persons" within the meaning of the British rth American Act, the basis of the Canadian constitution? question may appear unbelievable today, but only forty e's ago, this was a difficult problem requiring the con-ideration of the Supreme Court of Canada and the Judicial Committee of the Privy Council in London. It was not until 928, that the matter was brought for clarification before the Supreme Court, which decided that women indeed were not "persons" under the British North America Act. It was appealed the following year to the Judicial Committee of the Privy Council in London, which reversed the previous judgment and ruled that women were "persons!"

To young Canadians, it may come as a shock to learn that less than 25 years ago, a native-born Canadian woman who married a non-Canadian, although both may have been residing in Canada, and in spite of the fact that the woman may never have left the shores of her native land, lost her citizenship automatically by virtue of her marriage. The Indian woman on the reserve who marries a non-reserve Indian, similarly loses her reserve rights merely by virtue of marriage.

It should also be noted that to this day, marriage is a barrier to normal employment in the civil service in the provinces of Nova Scotia and Newfoundland.

The greatest change in the role of women during the last number of years has been in the work world outside the confines of the home. Women began to seek gainful employment in the days of the industrial revolution in the newly developing industries where conditions of work were harsh for all workers. In 1901, the percentage of the labour force made up of adult women was only 14 per cent; 60 years later it was almost 30 per cent. But while the participation of women has been steadily increasing, the pattern of participation has been changing, the change becoming radical during the decade of the fifties. From available statistical data—and there is not very much to be had in this respect—it is clear that women have developed what has been described as a "two-phase working life cycle." It is evident that women are marrying and starting their families at an earlier age than before; and the reproduction period is completed earlier. Available statistical data shows that married women work for some time after marriage, then leave the labour force, only to return to work in middle age.

There are some 2½ million women in the labour force at the present time; more than half of these are married. In the main, mothers of young children seek employment outside the home because they have to for economic reasons. It is clear that there is a direct relationship between the earnings of the husband, if there is a husband in the household, and the participation in the labour force of the mother with children. In this age of affluence, additional income must frequently be found over and above that brought home by the breadwinner, in order to provide those things now considered to be basic needs. In addition, there are thousands of families where the mother is the sole wage earner.

There is, of course, a second though less general reason for married women with children seeking outside employment. This applies, in the main, to women who, having higher educational background and requiring a greater sense of fulfilment, suffer a sense of frustration and uselessness when their activities are confined to home chores. Their participation in the economic life of the country adds not only to productivity but also to their own well-being. A possible or partial solution to the problem of the mother in low income families may be found in the development of part-time employment.

The history of protective legislation for women employed in industrial and in non-industrial undertakings dates back to the latter years of the last century. After World War I, there was a move into minimum wage legislation, but protective labour legislation concerning women was minimal.

In the international arena, the establishment of the International Labour Organization immediately after World War I resulted in the development of a considerable number of international Conventions setting out standards for such matters as maternity protection, hours of work, night work,

underground work, and safety. With the exception of British Columbia, which introduced a Maternity Protection Act in 1921, the provinces did not take legislative action nor endeavour to meet the standards set out in the International Conventions.

Since the end of World War II, there has also been some progress by governments in enacting legislation pertaining to women in employment, although in some instances the legislation has not been acted upon. For example, in Ontario under the Industrial Safety Act 1964, power is given to make regulations "respecting the employment of pregnant females in any factory or shop"; no regulations have been made up to this time. Nor have similar powers been used under an Alberta law passed in 1947. Considerable progress has been made, however, with regard to equal pay for equal work.

In July 1918, when women began to play an essential role in industries associated with war production, an order in council was passed by the federal Government, which included a directive "that women on work ordinarily performed by men should be allowed equal pay for equal work." This principle did not appear to survive beyond that period, however, and it was not until the days of World War II that the Government in 1942 passed another order in council directing the National War Labour Board as a matter of policy to pay basic wage rates "with respect to an occupation qualification—not with respect to particular individual employees in a classification."

After the war, however, this practice once more disappeared. An International Labour Convention was formulated in 1951, and most of the jurisdictions in Canada, both federal and provincial, have passed legislation designed to achieve this goal. In practice, however, the principle has not been implemented.

In 1964, Canada ratified an International Labour Convention which forbids discrimination in employment and occupation on the basis of race, colour, sex, religion, political opinion, national extraction or social origin. The Canadian legislation in this regard, however, with the exception of Quebec, excluded the prohibition of discrimination on the basis of sex.*

The federal Government has implemented a policy of non-discrimination in so far as employees of the public service are concerned. The Minister of Labour recently indicated that it is the Government's intention to strengthen the law against discrimination and to review the provisions set out in the Fair Employment Practices Act. It must be emphasized, however, that discrimination is a matter of civil rights which, under the constitution, comes within the purview of the provincial Governments; federal legislation in this regard would cover only those employed in undertakings coming within the area of federal jurisdiction. In the absence of legislation on such matters as discrimination in employment, trade unions generally have endeavoured, through collective agreements, to ensure fair practices in employment.

The advent of legislation prohibiting discrimination on grounds of sex raises a problem concerning protective legislation for women: if justice is to prevail for all, then the same principle of equal responsibilities by the employer vis-à-vis his employee, whether man or woman, must also apply. The question then arises whether, because of protective legislation, the employment of a woman places an extra financial burden on the employer.

In so far as maternity benefits are concerned, these need not impose an additional burden if cash benefits and medical benefits associated with maternity leave are financed through public prepayment schemes. The question does arise, however, in connection with other protective legislation. Has the time not arrived when such legislation should be made applica to all workers—not just to women?

The history of women's participation in the field of hig education is also one of seeking opportunities that were de to women on grounds of sex. Discrimination against wo in education is still in the present decade a subject of con internationally. In 1960, the UNESCO General Confere adopted a Convention and Recommendation against Discr nation in Education, the purpose of which is to promote e educational opportunity and treatment.

On the basis of fairly limited data, it would seem tha 1966-67, women made up more than one third of the gradu from Canadian universities at the BA level, and more t one fifth of the graduates at MA level. The figure drops siderably at the doctoral level, where less than ten per were women. These ratios, however, bear little relationshi those that apply to staff appointments. Although women m up a reasonable percentage of university graduates, only per cent of full-time staff appointments, 2.8 per cent professor appointments, and 2.5 per cent of department he were women.

But the real challenge in the field of education is the challe to women themselves. Acceptance in society on the same b as men will come only when women become fully compe and educationally equipped. Higher education at a hi level must be pursued, the record in this regard mus improved.

The role of women in the field of welfare has been a t tional one. In almost all periods, it was considered quite and proper for women to carry out "good works"; in our the woman volunteer continues to play an important role wide variety of welfare endeavours.

As the welfare field began to develop professionally, wo led the way, and in fact have only been joined by professi men during the last few decades as the wage rates pai professional social workers began to rise.

In spite of the predominance of women in the welfare f it is not surprising to note the comment in a recent s conducted by Prof. Stanislaw Judek (L.G., Oct. 1968, p. related to women in the federal public service. He sug that the absence of women as welfare officers in the p service may or may not be related to the scarcity of women the requisite training. The writer suggests that, in some a career pattern involving movement between head and field offices may be a restraining factor. In all circ stances, there is a notable absence of women in the senior r of the public service, especially in the welfare field, w women have excelled for so long.

There is, however, a new role being played at this tim women in the welfare field, particularly in the United St This role is associated with the emergence of a new move growing out of the ranks of the recipients of welfare, a centered in the Welfare Recipients League, a protest move against the methods through which assistance is made avail Canadian social workers should review certain existing p dures in welfare assistance that are no longer socially accep in order to avoid a similar development in this country.

Creative programs for women in receipt of welfare assist would be greatly facilitated by the establishment of day facilities for young children. The participation of governn in programs to provide such facilities was successfuly de strated during World War II. Through emergency wa legislation, the federal Government initiated a progra co-operation with the provinces, which, of course, lapse the end of the war. The pattern established then, howev one that may be worthy of review, having regard to peace conditions and to limitations prescribed by jurisdict considerations.

Continued on pa

* The British Columbia Legislature subsequently passed the B.C. Human Rights Act in April 1969, which prohibited sex discrimination.

Tax Reform

THE CONFEDERATION of National Trade Unions, in bmitting its annual memorandum to the federal Cabinet last ebruary 18, explained its policy on taxation. In presenting the ief, Marcel Pepin, President of the CNTU, described the onfederation's policy as being both selective and normative. was based on objectives of the trade union movement and e impact of federal taxation policy on workmen and wage rners.

The CNTU policy on federal taxation called for vertical uity of the fiscal system to assure an "annual vital minimum t income for all taxpayers" and horizontal equity to provide ual taxation treatment for taxpayers of equal economic rength. The Confederation stressed that the Canadian fiscal stem "should aim first at vertical equity if it seeks to effec-ely assess the taxpayer in accordance with ability to pay."

he CNTU brief further stated that the basic tax exemption r all citizens should be equal to the vital minimum income, part of an antipoverty policy. The brief in addition supported e recommendation of the (Carter) Royal Commission on xation to broaden the taxation basis, but added that a nimum of irreducible expenses should be set.

The brief stated, "In the short term, the CNTU believes that e basic exemption should be increased to $2,000 for single rsons and to $5,000 for married persons, plus the regular emptions or tax credits for dependents, in order to guarantee vital minimum for all taxpayers. The CNTU would even dorse a slight acceleration of assessment rates on the earnings individuals in the higher income brackets so that the state uld recover the receipts abandoned by raising the basic emptions. There should be a periodic revision of the basic emption by tax authorities to take into account the effects changing Canadian living standards on vital minimum come."

The CNTU called for a very progressive tax system and pported the Carter Commission proposals aimed at making Canadian tax system relatively less regressive, by reducing federal tax on manufactured goods to 7 per cent from 11 cent to make it a retail sales tax, and so reduce the volume indirect taxation. In addition, the CNTU reiterated the cessity to heavily tax capital gain.

The Confederation attacked the 2-per-cent social develop-nt tax implemented by the federal Government in the fall dget speech, which has a $210 ceiling. "It strikes us as ng most discriminatory because it hits especially at the ge earners, "the CNTU said. The Confederation instead led for a removal of the social development tax ceiling to ke it a progressive tax.

The brief criticized the Government's withdrawal of the ater works program. "The CNTU condemns this measure the more because the federal Government offered no alter-ive program."

Turning to broader economic problems, the brief expressed particular concern for the lack of government curbs to halt rising inflation rates on the one hand and rising unemployment rates on the other. The inflation rate increased by 4 per cent during 1968, well beyond the 2.5 per cent margin established by the Economic Council of Canada, which has its main impact on the 40 per cent of the population comprising the poor people. "It compels the trade unions to exert mighty pressure during collective bargaining—pressure that all too frequently proves futile," the brief noted, and this problem is an even greater burden on non-organized workers who cannot exert such pressure.

The brief pointed out that rising unemployment was sharply felt in Quebec, with 189,000 unemployed workers, or 8.5 per cent of the province's labour force — a level of unemployment greater even than that of the Atlantic provinces.

The CNTU called for establishment of a price arbitration system under which producers would be required to justify price increases. "It is not a question of preventing producers from making price increases but only of forcing them to justify their decisions in public before putting them into application. "This method, we believe, would have happy repercussions on price stability."

The brief drew particular attention to the textile industry, which is undergoing a rapid drop in employment. It endorsed the demands of the management-union committee of the industry, on which the CNTU is represented, especially a reduction of Canada's textile imports to stop dropping employment in the industry, formation of a tripartite committee for planning of textile production, and planning of an effective manpower policy for this industry.

Other subjects for consideration proposed in the memorandum included:

- the proposed site of the new international airport in Quebec to be situated in the relatively underdeveloped regions southeast of Montreal;
- the minimum hourly wage stipulated in the Canada Labour (Standards) Code to be raised to $2;
- an inquiry to be called to examine the situation of Canada's shipyards to meet the demands of workers in the industry, "which could lead in the long run to stable employment through the adoption of a real Canadian maritime policy;"
- an increase in Canada's aid to developing countries to be increased to $700 million, or at least 1 per cent of the Gross National Product; and
- a review to be made of Canada's international relations "to work toward a durable peace in the world."

The CNTU brief asked the Government to extend the program of assistance to workers adversely affected by interna-

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The CBC Labour Dispute

THE PERSONAL intervention of Labour Minister Mackasey achieved a settlement in the contract dispute between the Association of Radio and Television Employees of Canada and the Canadian Broadcasting Corporation.

The ground work for the settlement, which affected some 2,200 announcers, clerks, sales personnel, stenographers and other classifications, was laid by federal mediators J. S. Gunn and C. E. Poirier in around-the-clock negotiating sessions.

Earlier, T. B. McRae, Chief Conciliation Officer, Ontario Region, had assisted in conciliation measures. When Mr. McRae was unable to settle the dispute, the Minister appointed a conciliation board. The parties' nominees to the board, Gordon Harrison (union) and Marc Lapointe (corporation), selected Prof. Harry Arthurs of Osgoode Law School, as chairman. He was appointed by the Minister on December 4, 1968.

Hearings of the Board were held throughout the months of January and February and the report was received by the Minister on March 4. The report was signed by the chairman on behalf of the other board members. No recommendations were made on the main issue of a wage increase. The board said, ". . . the time has now arrived, as we believe, for the parties to bargain in earnest and under pressure. Our recommendations in reference to the non-monetary issues should provide the basis for a settlement." A case had been made, in the board's opinion, ". . . for (at least) the amount indicated by the guidelines plus an additional 'catch up' adjustment."

Negotiations were resumed by the parties on March 9 but were broken off when no progress was made. The union commenced a strike vote and announced on March 14 that the result showed the union members were in favour of strike action. But no strike date was set and further talks between the parties on March 16 again resulted in an impasse.

On March 17, the Minister appointed J. S. Gunn and C. E. Poirier of the Department's Conciliation and Arbitration Branch, as mediators to assist the parties. The mediators entered the dispute immediately and intensive discussions were generated in separate and joint meetings with the negotiating committees of the corporation and the union. The talks centred mainly on the wage issue and every avenue of settlement was explored by the mediators in meetings which continued until the early hours of the morning.

About 10.00 p.m. on March 19, Mr. Mackasey intervened in the negotiations and after being briefed by the mediators, he made exhaustive efforts to find a compromise solution acceptable to both sides. About 2.30 a.m. the next mor agreement was reached and a memorandum of settlement signed at 6.00 a.m.

The terms of settlement provided, among other thing wage increase of 10 per cent retroactive to April 1, 1968, a further increase of 7 per cent effective April 1, 1969. increase includes a "catch up" feature as recommende Prof. Arthurs. The new agreement is for a period of 2 y from April 1, 1968.

With the settlement of this dispute, all contracts are concluded between the CBC and those unions whose gotiations are subject to the provisions of the Indus Relations and Disputes Investigation Act.

Prior to the settlement of the dispute reported ab settlements were reached in three other contract disp affecting the CBC and unions.

The Canadian Wire Service Guild's dispute was befo conciliation board, which did not formally meet. A settler was reached by the parties themselves in direct negotiati which affected about 150 news service employees. The w increase gained was 7 per cent and 6 per cent in a two- agreement.

Some 45 TV watchmen in Montreal represented by the tional Association of Broadcast Employees and Technic ratified a memorandum of settlement signed between the u and the CBC in January. A conciliation board under the c manship of Judge Walter Little of Parry Sound, Ont., previously dealt with the dispute. The final settlement provi among other things, increases of 7 per cent and 6 per cent two years.

A conciliation officer, J. S. Gunn of Ottawa, brought a a settlement in the dispute between the CBC and the Buil Service Employees' International Union. About 100 emplo were involved in the settlement, which provided wage incre similar to those outlined above.

A memorandum of agreement was signed on January 1969, between the Canadian Broadcasting Corporation an Canadian Union of Public Employees. The agreement, w was later ratified, was brought about by C. E. Poirie Montreal, acting as conciliation officer in the dispute. Poirier conducted around-the-clock conciliation and sec an agreement between the parties after strenuous sess lasting until the early hours of the morning. The settler terms provide for a two-year agreement from January 1, 1 and a total wage increase of about 14 per cent. About 1 production workers were affected.

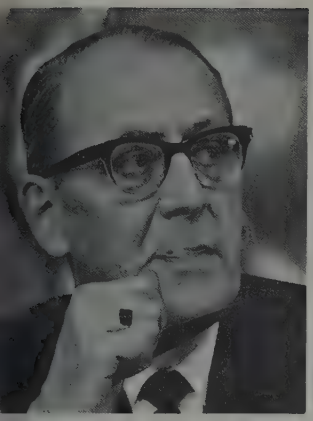

Photo by Murray Mosher

Donald MacDonald

Photo by Murray MacGowan

Hon. Bryce Mackasey

Federal Photos

Marcel Pepin

Reaction to the Woods Report

HE REPORT of the Prime Minister's Task Force on bour Relations, tabled in the House of Commons on rch 26 (L. G., May, p. 269), drew immediate response m labour and management leaders. They found both good l bad features in the report. The initial reaction of the nadian Labour Congress was a mixed bag. "We are neither npletely in support nor completely against the proposals," C President Donald MacDonald said. "We are naturally ased at the emphasis the task force places on the role of de unions and collective bargaining in our society. We also lcome the clear-cut position that has been taken in rejecting mpulsory arbitration. The task force clearly opts for a system voluntarism in collective bargaining."

But Mr. MacDonald was deeply concerned about suggestions greater intervention of government into the operation of de unions. He opposed government interference in the rnal affairs of workers' organizations. "In a number of pects, the report shows a failure to grasp the realities and cticalities of the situation. This probably reflects the ence from the task force of individuals who have a practical -to-day experience with these problems. To cite a simple mple, if governments are to determine the dues the mem- s of a trade union are to pay, rather than the members themselves, then with the federal and ten provincial governments, there might be eleven different dues rates," the leader of the 1.6 million-member Congress said.

Mr. MacDonald reacted sharply to the proposal to replace the present Canada Labour Relations Board with a new body, composed entirely of individuals without labour or management connections. The CLC leader, who is a member of the CLRB, stated that the present board has been in existence for 20 years and has an outstanding record of success. He attributed its successes to the representative nature of the board's composition, which has always existed, and which has been a major factor in gaining the confidence of the contending parties that have appeared before it. A public board would not enjoy the confidence of labour and management in the same way as the present board, he said. He believes that the change would be detrimental to industrial relations.

Mr. MacDonald also had reservations on the proposal for the establishment of a Public Interest Disputes Commission. "We share the concern felt with regard to disputes affecting the public interest; but experience has surely demonstrated the fact that vigorous mediation can be effective in settling these disputes. Under these circumstances, it is difficult to

understand the suggestion that such a commission should be empowered to introduce compulsory arbitration. It would seem that the commission might be just one more of the rapidly growing number of public commissions of various types." He added that such a commission would bring compulsory arbitration in through the back door, despite the underlying philosophy of the task force in opposition to compulsory arbitration.

On union-controlled hiring halls, he said that there has been no abuse of the system except in the past in the Seafarers International Union of Canada, where the Congress was instrumental in bringing about government trusteeship. Mr. MacDonald added that the Canada Manpower Centres are not equipped to cope with the problem of placement in the fields where union-run hiring halls exist. The prime areas are in the construction industry, the maritime industry and the needle trades. He said that there has been no complaint about hiring halls from either workers or management.

Some labour leaders said that the suggested new approaches in bargaining were workable. They particularly liked a proposal to maintain the right to strike even if public interests are threatened. William Mahoney, Canadian National Director of the United Steelworkers of America, found the approach realistic because it puts the onus on both sides to bargain seriously. "When both sides know that compulsory arbitration will be used to stop a strike from occurring, it destroys collective bargaining," he said.

Marcel Pepin, President of the Confederation of National Trade Unions called the task force report "a lot of theory, little practical sense, and a great fear of the quickening social evolution of our times." For him, the restrictive measures imposed on unions were unacceptable, but he thought that the report contained a certain number of recommendations that were more acceptable to the trade union movement. He noted, for example, that the report extended the right to unionize more sectors of the salaried class and offered better means of defence against layoffs caused by industrial conversions.

The report, he said, contains much about the freedom and rights that unions enjoy — but it remains strangely silent on the freedoms and rights that are enjoyed by industrial and commercial enterprises. There is also much about the abuses of these same rights and freedoms, but here again, he observed, there are no remarks about abuses in enterprise. "The report suggests government controls on unions," he continued. "It declares that unions are no longer private associations but semi-public organizations which, presumably because of this, must fall under state surveillance. The report is disappointing insofar as it neglects, for all practical purposes, to examine in depth the notion of enterprise. This is a fundamental question. If there have been social conflicts in the past, and if there are undoubtedly going to be more, permanent solutions will not be reached only by the creation of new mechanisms or commissions or by other paraphernalia of this sort."

The Canadian Construction Association expressed approval for many of the recommendations. Mark Stein, President of the CCA, found that many of them are in line with the recommendations arising from the association's Canadian Inquiry on Construction Labour Relations (L. G., April 1968, p. 205) and other submissions made by construction employers associations to various governments. Mr. Stein favours the suggestion dealing with the accreditation of employer associations for collective bargaining purposes, because it indicates recognition of the collective bargaining pattern developed in the construction industry. "It would go a long way toward re-establishing a balance of power between management a labour unions," he said. Jurisdictional dispute settlem machinery as proposed in the report is needed, he believes give statutory support to voluntary settlement machinery.

The CCA approves of the encouragement of multi-tr and multi-party collective bargaining. As Mr. Stein puts "One of the greatest problems in the construction indus which prevents rational labour relations, is the fragmentat of organizations for both management and labour and resulting lack of co-ordination in collective bargaining, collective agreement administration and in labour relati practices."

Mr. Stein agrees with the task force suggestion that Canada Manpower Centres should operate union-contro hiring halls, and that unreasonable union initiation fees sho be subjected to review by a Public Review Board or the CL The implementation of these recommendations would t the exclusive control of the supply of tradesmen away fr one party and would protect the individual's right to seek to obtain employment without fear of encountering crimination, the association president commented.

The Canadian Manufacturers' Association, in a statem issued by W. H. Wightman, Manager of its National Indus Relations Department, said it had hoped that the task fo "might have faced up to the responsibility of affirming equivocally that there can be no room for strikes in the pu services." Mr. Wightman said that the association is strongly as ever of the opinion that the government erre granting the right to strike to federal public service employe He said that the report should have found a means to cor "the present imbalance of power so heavily weighted in fav of the unions."

Mr. Wightman found it gratifying that the task force cerned itself with the rights of individual workers. "Alsc the plus side are a number of recommendations such accreditation of employer associations, which should p helpful in the construction industry, as would the rec mendation concerning the operation of hiring halls thro Canada Manpower Centres and the extension of the de system, as in the Province of Quebec." He also said that CMA strongly endorses recommendations aimed at resol jurisdictional disputes through the industrial relations b when both parties cannot settle the question.

Federal Labour Minister Hon. Bryce Mackasey, in a p conference following the tabling of the task force report in Commons, said that some of the recommendations of report are valid and should be reflected in new labour l lation. He added, however, that there will not be any lab bills in the current session of Parliament, which will en early summer.

Mr. Mackasey said that he and his officials want to w recommendations already developed for changes in lab legislation in the light of the task force report. Legisla incorporating some of the recommendations would no ready for about a year, he said. The Labour Departm review of labour policy has already developed proposals changes in 13 pieces of legislation under its jurisdiction, is now considering the task force recommendations. Labour Minister said he expected the review to be compl by September. Probably in late fall of this year, there wi a federal-provincial conference of labour ministers and deputies to discuss the report. One aim of this conference be to produce uniformity in labour legislation in the el jurisdictions. In the last six or seven months, the country avoided major strikes in several areas. "There must be s

ing right in the legislation," Mr. Mackasey said. He did not sh, however, to suggest that it could not be improved.

eaction by the Press

The reaction of the press to the report of the task force on bour relations was varied. The most interest in the task force port was reflected in the Ontario newspapers. They compared findings with the report of the late Mr. Justice Ivan C. and (L. G., Dec. 1968, p. 686), which contained recom-endations on similar topics. Coverage was less complete some of the western papers, and in the Atlantic papers as virtually non-existent. Press commentary on the report is mmarized in the excerpts of editorials below:

The beginnings of a start toward curbing strikes against the blic interest can be seen in the Woods report. Its recom-endations aren't perfect, nor do they pretend to be, but they represent progress. For this relief, if it can be realized, uch thanks . . .

All of this carries the tone of orderly competence into an ea not sadly lacking it. Under present practice, when matters ach a critical stage, cabinet ministers start to knock heads gether in hotel rooms and to bludgeon reluctant parties into n-economic political settlements with the threat of imposing ace by act of Parliament. No government will willingly take ch a step. It is never used until the damage done to society a whole can be borne no longer. It is an ad hoc solution ich a government can justify to organized labour as the swer to a national emergency. . . . — *Vancouver Sun*

While there are serious shortcomings in the Woods report labour disputes, the underlying philosophy is sound . . .

The report fails most seriously, perhaps, in its recommenda-in of a Public Interest Disputes Commission, to advise nagement, labour and government on procedures to be llowed to settle disputes in which the public good is con-rned. This, it could be argued, includes virtually every tential strike situation which comes under federal juris-ction . . . .

The success of the Labour Department in recent strike uations, especially through the intervention or threats of tervention by the Minister, Mr. Mackasey, would indicate at such a suggestion might not be well-received by the esent federal Government. — *Regina Leader Post*

The Woods report does not recognize that masses of kketers can represent a threat to order, or a force for intimi-ion, and feels that burbs on this type of demonstration ould come only after the law has been broken . . . .

The federal Government has indicated it will move slowly the Woods report. It should. It should tread slowly and ilily and examine very carefully the inequities of the present bour-management situation before any Woods report re-mmendations are put into effect. Unfortunately, at first ace some of the Woods report cures appear to be worse an the maladies they have been shaped to correct. — *Sault Marie Star*

The Woods report on Canadian industrial relations . . . ould be called a blueprint for survival of private enterprise n what many believe is a rapidly growing socialistic system.

. . .Most of this isn't new. We've recognized the problem ofsome considerable time. Now to solve it is probably the iggest headache facing the nation today. The Woods report apparently fails to come to grips with the real issue: how to halt the spiral. It makes a token gesture toward a solution by urging the creation of a three-member public interest disputes commission that would report directly to the Prime Minister after determining special procedures for resolving disputes in industries under federal jurisdiction where public interest is likely to be jeopardized . . . . Our main criticism with the report is that after two and a half years, Dean Woods, and three others from the university facilities in Ontario and Quebec, have laboured mightily only to produce a mouse. — *Sarnia Observer*

Looking at the report positively first, we can see potential advantages in the proposal to abolish the present Canada Labour Relations Board, composed of union and employer representatives with a neutral chairman, and replace it with a full-time board representing only the public . . . . This might occasionally result in bigger strikes than the fragmented bargaining which is common now; but intelligently applied, it should reduce the number of strikes and lead to more uniform wages, benefits and working conditions for people doing similar work . . . .

When it comes to "potential emergency disputes," the task force offers neither fresh criteria for judgment nor credible remedies, perhaps because of its deep reluctance to interfere with *anybody's* right to strike . . . . Instead of defending the right of public service employees to strike, the task force would have done better to try to devise guarantees of wages and working conditions to make such strikes unnecessary . . . . —*Toronto Star*

It was an academic task force which looked into labour-management relations for the federal Government, and the force's report shows it. The authors are not always in touch with real life.

This is nowhere more apparent than in the force's view of mass picketing. The force frowns on mass picketing and recognized that it may often be used to obstruct, intimidate and precipitate violence. Yet it would leave mass picketing to the Criminal Code and civil law, as enforced through the courts. The late Ivan C. Rand, former Supreme Court of Canada justice, was more down to earth. He was asked to examine labour-management problems in Ontario largely because these very laws and courts (which he knew well) had proved incapable of handling large groups of angry pickets, and because their failure to do so had produced gross examples of intimidation and violence and brought the courts into contempt. He recommended, wisely, that mass picketing be abolished . . . .

The task force has a rather sadistic view of what the Canadian public should endure before work stoppages are ended. It plainly feels that strikes and lockouts are respectable on the Canadian scene, even when they do much damage to the public. — *Globe and Mail*

One of the task force's most damnable considerations regards picketing. The force in effect condemns picketing that encourages violence, defamation, trespass, nuisance and other forms of intimidation but it does not so specifically propose a ban on mass picketing in which all of these offences usually occur. It believes instead and with astounding benignity that the Criminal Code is an effective deterrent to the abuses of mass picketing. In other words, it can be effectively controlled by the presence of police and the threat of court action. What magnificent naivete! — *Peterborough Examiner*

If the Woods committee argues for the value of strike action as a cathartic and catalytic agent in extreme cases, it also would bring reason more into play in industrial relations

by strengthening communication links between labour and management and loosening the straitjacket of present laws.

After several years of extreme turbulence in crucial service areas of the economy, the task force proposal of a Public Interest Disputes Commission is a major breakthrough.

This body would be required to move into key industries where trouble is brewing and attempt to clear a path to agreement through the resourceful use of procedural and fact-finding tools. But the strike and its potential for catharsis would not automatically be ruled out . . . . — *Ottawa Citizen*

The Woods report would do away with many cumbersome "rules of the game" now existent, but on the other hand would involve the public more consistently, through government and public boards, in the continuing process of labour relations. Providing for less rigid regulations, it would help eliminate some of the ritualistic features of the present system. At the same time, by making the public into an active partner in labour relations, rather than an impotent onlooker, it would sanction real changes in the fabric of a society that has ceased to be a jungle of competing interests.

Some of the machinery proposed in the report warrants serious debate. It would seem, for instance, that too much faith is invested in public boards, composed of "independent" members. Can the government not, through its present executive, legislative, and administrative instruments, ef tively represent the public? Is it necessary to create authorities over which the people will have little control *Montreal Star*

A recurring theme in the first round of criticism is charge that the report is the brain child of academics who h little real appreciation of realities in labour relations. Thi hogwash. All of the members of the task force have exten theoretical and practical knowledge of the industrial scene fact, at times the report appears to be too strictly imprisc in past experience and existing structures. Practitioners consulted all along on the development of recommendati Labour and management had better find a more appropr angle for their attacks . . . . — *Montreal Star*

The last word went to Prof. John Crispo, Director of University of Toronto's Centre for Industrial Relations, was a member of the task force. He told the Rotary Clu Toronto that editorial writers and some management spo men believe there are easy answers to disputes, but that th who advocate compulsory arbitration do not know collective bargaining is all about. Compulsory arbitration have to be used on an *ad hoc* basis when all else breaks do "But," he asked, "where do you get the people to play Go

CNTU Brief

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tional trade agreements to workers displaced by the application of the Kennedy Round agreements. To reduce the impact on Canadian industries, the CNTU called for joint union-management studies and adequate dispositions to help the workers affected.

Housing and the Hellyer report came under fire (L.G., April, p. 220). The CNTU criticized the high interest rates on mortgage loans of the Central Mortgage and Housing Corporation. The Hellyer report contained "no proposals for solving the housing problems of the economically weak and even of citizens of average income," the brief said.

The CNTU criticized the new postal rates imposed by the Post Office Department effective April 1. The increase in postage represented a huge increase of delivery costs of union newspapers and represented restrictions on organizations wishing to inform their members of activities. The CNTU called the postal rate increase "excessive."

Government's Reply

In his reply to the brief submitted by the Confederation of National Trade Unions, Prime Minister Trudeau pointed to apparent inconsistencies, such as the CNTU's blaming the Government for budgeting too little, spending too much, and at the same time suggesting a more liberal basic income tax exemption. Concerning its criticisms of the Government's social policy, the Prime Minister said that he was pleased with legislation already passed on hospitalization, economic substructure and housing loans.

Minister of Labour Bryce Mackasey stated that the challenge of technological change necessitated adequate legislation to secure the protection of workers. He assured the CNTU that all worker organizations would be equitably represented in Canadian delegations to the International Labour Organization meetings.

Finance Minister Edgar Benson said it would be difficult to pass the income tax reforms advocated by the CNTU. Concerning the Carter Report, the Minister expressed his intention of submitting during the summer a White Paper on taxa in Canada.

Minister of Regional Economic Development Jean M chand declared his agreement with the CNTU's claim that problem of regional disparities in Canada was "extrem important." He said, however, that he was optimistic ab his newly created Department and hoped that the efforts n to correct these regional disparities would be successful.

In reply to the CNTU's criticism of the increase in pc rates, Postmaster General Eric Kierans pointed out tha had to reduce his department's deficit, and that there was valid reason to justify payment by the taxpayers of subsi for those using our services."

As for the ending of the Winter Works Program, Min of Manpower and Immigration Allan MacEachen repo that the program did not benefit the depressed areas very m He pointed out that his department would spend more m this year in Quebec to assist workers wishing to upgrade t skills.

Finally, the Minister of Trade and Commerce, Jean- Pepin, praised the CNTU for their "very constructive appro to the textile industry." He mentioned that his department conducted a survey to find out which were the most profit sectors of this industry. Conversely, he deplored the CNT negative attitude concerning the Canadian shipyards, anc minded the Confederation that the Government had alr spent a considerable sum of money in this area.

The New Role of Women

Continued from page 316

There will still remain for women the challenge posec traditional prejudices, which will take generations to eradi completely. Certainly the best weapon in this struggle wil that of woman's competence. For, by a clear demonstra of high competence, those still nurturing the prejudice previous ages must eventually be disarmed. Women sh arm themselves with the education, with the skills, and at all with the sense of humour most likely to penetrate the v of intolerance.

Peace on the Montreal Waterfront?

HERE may be peace on the Montreal waterfront for the xt three years with the ratification of a new contract between ppers and the International Longshoremen's Association. e agreement was reached April 8 after 84 hours of almost ntinuous negotiations and was ratified a few days later by gshoremen in Quebec City, Trois Rivières and Montreal. sides bringing stability, the contract puts no restriction on use of handling cargo containers, giving the go-ahead for increased use of containers, and putting these ports in a que position on the Atlantic Coast. In a recent U.S. tlement on the East Coast, longshoremen were given the ht to unload and reload all containers shipped within a mile radius of the Port of New York (see page 312).

A key development is the establishment of a technological placement fund to be administered by a committee of on, employer and government representatives. To make up fund, employers will contribute an amount of money for h ton of cargo handled at the ports and this revenue from three ports will be pooled. Seventy per cent of this fund be used to cushion the impact of technological change, l the rest will be contributed to the union's pension plan. vage increase of more than 20 per cent is also included in settlement. The increase of 85 cents an hour will be spread r the three years of the contract, bringing the final rate to 60 an hour. Another contentious issue was the number of n to be classified as permanent and subject to a guaranteed ber of hours a week and a specified number of weeks a r. The approximately 2,000 men given permanent status have job security for the life of the contract, and a rantee of 40 hours a week for 37 weeks a year. Several dred others will be placed on the casual rolls.

alks were near breakdown many times during the bargain- period. But Quebec Associate Chief Justice Alan Gold n Labour Minister Bryce Mackasey, assisted by C. E. ier, Conciliation and Arbitration Branch, Canada Depart- t of Labour, succeeded in reviving the talks and bringing n to a successful conclusion. Judge Gold may stay on as trator under the new contract. His previous mandate for industry ended March 31 (L. G., April, p. 212).

he technological displacement fund will permit gradual action of the work force on the docks, as recommended by report of the Inquiry Commission on the St. Lawrence ds (L. G., Jan. 1968, p. 2). The displaced men will be ter retrained or retired.

Photo courtesy Furness Withy & Co. Ltd.

Montreal is in a unique position on the Atlantic seaboard since the ILA has placed no restriction on containers. In other ports, the ILA has resisted this change.

NFB photo

A key development in the settlement is the establishment of a technological displacement fund to cushion the impact of technological change, permitting the gradual reduction of the work force on the docks.

Price and Income Policies

In the Current Economic Settin

The accompanying article was excerpted fr an address delivered at the University of M sachusetts in March by Dr. George V. Haythor Special Adviser on Prices and Incomes to Minister of Consumer and Corporate Affairs. Haythorne is a former deputy minister of Canada Department of Labour.

George V. Haythorne

FOR a period of six years, from the end of 1958 to the end of 1964, prices in Canada, measured by the Consumer Price Index, rose by less than 2 per cent each year. In fact, in one of these years, 1961, the rise was less than 1 per cent. Beginning one year earlier and continuing for one year later, the United States experienced a similar period of relative stability, with prices increasing by not more than 2 per cent annually.

In the mid-60s, prices began to rise sharply in both countries, with increases since 1965 in excess of 3 per cent. Canadian price increases outstripped those in the U.S. each year from 1964 until 1 7. In 1968, U.S. price increases moved ahead with an increas 4.7 per cent compared with 4.1 per cent in Canada.

Meanwhile unemployment, which has fallen off slightl the U.S. during the past three years from 3.8 per cent o annual basis in 1966 to 3.6 per cent in 1968, has actu increased in Canada from 3.6 per cent in 1966 to 4.8 per in 1968, again measured on an annual basis.

Price increases have not, of course, been the only indica of pressures in the two economies. They have been refle

ubstantial increases in salaries, wages, interest, profits, dends, rentals, capital gains, shortages of raw materials and skilled labour, and the seeming contradiction of high loyment in some areas with mounting unemployment thers.

he continuing increase in prices with rising unemployment anada as a whole suggests that the so-called "trade off" or lips Curve analysis, although conceptually useful, is not applicable in our situation. Inflationary risks become high rding to this thesis when unemployment falls off and, when nployment increases, inflationary risks diminish. With nployment increasing in Canada and not falling off ficantly in the U.S. while costs keep on rising, it is clear a more searching analysis is needed of the elusive and asive price and incomes problems facing us. Moreover, as e continue to persist, they become even more threatening use of the deliberate steps people take to include an tionary factor in their expectations. This can only result in higher costs and, thus, in inevitable checks on potential omic and social progress.

uring most of the early years of this decade in Canada, cts were advancing relatively more rapidly than wages. on members and their leaders observed these increases for le and, when they saw that they were being maintained er than leading to lower prices or a larger share of the cts going to employees, they forced a substantial break-ugh in bargaining in 1965 and 1966, the consequences of h are still being felt throughout the economy. Canadian rporate managers point to the grave difficulties posed for e by increased costs, especially in an exposed economy such ers, and to the failure of governments to reduce pressures he economy through reducing their expenditures and minating duplication and waste. Governments, in their turn, to be critical of both unions and employers for their le to act in a responsible manner. They have urged straints, but such appeals, they realize, are not usually fective in producing the results desired.

he federal Government's White Paper, titled *Policies for Stability*, tabled in the House of Commons last December he Minister of Consumer and Corporate Affairs, Hon. Ron ard (L. G., March, p. 154), sought to set out a new proach for dealing with inflationary forces. Four main proaches used by foreign governments can be identified for ing with price and income problems:

- direct controls, including legislative controls and a national board of prices and incomes, as in Britain;
- wage guidelines or guideposts, as were introduced in the U.S.;
- joint discussion of and agreement on key questions affecting the functioning of the economy by the principal employer associations, unions and government, as in Sweden; and
- general exhortation by governments to all economic interest groups to limit their price increases and their income demands.

None of these approaches, each of which has had varying success elsewhere, has been found to fit the particular needs of the Canadian situation at the moment. The Canadian White Paper instead suggests establishment of a small, independent prices and incomes commission composed of three persons named on a non-representative basis. Changes will not, of course, occur overnight. But over the past few years, there have been some important changes in attitudes. Unions have come to recognize that productivity improvements, rather than being something to fight, are something to applaud and work for, because they can clearly spell benefits to workers as well as to all other members of society. Employers are less prone to fight the existence of unions; rather, they recognize that they can in fact be valuable partners when unions and management act in a responsible manner. But, at present, both groups tend to put more emphasis on the constructive contributions that governments make in the total functioning of the economy, rather than to regard them as necessary evils whose so-called "intervention" should be kept to a minimum. Governments are recognizing, too, that in many more areas, they can only function effectively with the active participation of employers, workers and all other citizens.

Besides, we are much more conscious of living in what is becoming a highly interdependent world. In this context, the establishment of a Canadian prices and incomes commission will clearly be an experiment. There will be many difficulties to face and many problems to tackle. It would be unsound moreover, to hold out early or high expectations of what can be achieved. This is particularly so in Canada where so much of our ability to cope effectively with price stability is dependent on developments in the U.S. The proposals represent, in some respects, a bold expression of faith. How much can be accomplished time only will tell, but the response to the proposals has been sufficiently encouraging to make them appear well worth a serious try.

The ILO in Wartime — Part II

In looking back at the factors underlying the work of the International Labour Organization during World War II, C. Wilfred Jenks considers some of the chief authoritative statements written during the period. These documents, which were summarized in Mr. Jenks' article last month, trace the events and circumstances that laid out the policy the ILO was to follow during this difficult period. They show what was going on in the minds of the senior officials of the ILO, how the wartime policy was formulated, and the factors underlying the decision of the ILO to move into temporary quarters at McGill University in Montreal.

In this, the concluding part of his review, Mr. Jenks reminisces about the wartime leaders of the ILO member countries who contributed to the organization, and the factors that made success possible.

SUCH WAS the policy. What made possible its successful execution? There were numerous interrelated factors, the absence of any one of which might have been fatal to the prospect of success.

Among them we should, I think, attach special importance to the weighty considerations of policy that made it important to maintain the International Labour Organization:

- its relationship to the ideological issues of the war;
- the unique position it then occupied; and
- the loyalty of its members, and the nature of its functions at the time.

The ILO could survive the collapse of the League of Nations because, paradoxically, its autonomy from the League gave it a vitality that remained unimpaired by the paralysis of the League. The autonomy of the ILO was made both necessary and real by its tripartite character, and it became through the political genius of Albert Thomas, its first director, a recognized feature of the League of Nations world.

There were two major political reasons for keeping the ILO in active operation:

- its value as a symbol for the future of world organization, and;
- its value as an instrument for the future of social justice.

The League was dead except in a purely formal sense. If the League was to be reborn, as it subsequently was as the United Nations, the ILO must serve as the link between the past and the future. A more important reason was its potential in matters of social policy. The ILO had been created as the result of the social crisis resulting from World War I, and World War II had created an even greater social crisis. These were considerations of policy vastly more important than the tasks the ILO could immediately perform.

The ILO remained a valued instrument for the promotion of social justice because it retained the confidence of both workers and employers. Worker support was instinctive and general. The confidence of the employers could not be ta so much for granted. There had inevitably been periods w their role in the ILO had been that of a loyal opposition ra than that of full partnership. After it had been agreed to l the question of the 40-hour week in abeyance, the emplo no less than the workers, came to regard the maintenanc the ILO as the symbol and pledge of freedom.

Two major potential obstacles to the continued functio of the ILO in wartime—ideological conflict among its mem and the nature of the functions it would continue—did exist in 1939. The withdrawals of Germany, Italy, Ja Spain and Russia from the ILO removed the major ideolo conflicts of the war from the membership of the ILO. T continued to be major divergences of policy and int among the remaining members—belligerency or neutr and the relationship of the ILO action to them—but thes not involve fundamental philosophies and did not p irreconcilable as far as ILO action was concerned.

The nature of the functions to maintain did not presen insuperable difficulty:

- these functions were not prejudicial to the vital inte of either belligerents or neutrals among the remaining me states; and
- they did not involve a continuity of operation in discharge of specific functions impracticable under wa conditions. It was recognized from the outset that it w not be practicable for the Conference or Governing Bo meet regularly, but it would be desirable to hold appro meetings as circumstances allowed. There was no que during the first four years of continuing to adopt new ventions and Recommendations during the war. On Philadelphia, when the end of the war appeared to be in did the Conference again begin to formulate standard the future and then only in the form of Recommendat the first postwar Conventions were not adopted until 19

The whole body of international labour legislation sur the war and the states that had withdrawn from the confirmed the continuance of their obligations on the admission to the organization. No attempt was made d the war to invoke or discharge any of the quasi-ju responsibilities of the organization, which have becom much more important in the last 20 years.

The rhythm of our activities ebbed and flowed as th proceeded with changing circumstances. The virtually con disruption of the ILO activities for three months in the su of 1940 did not destroy the policy or its subsequent i mentation nor did it make the continuance of the pro activities impracticable.

Nor was this the only respect in which the relative simp of world organization in 1940 as compared with today our task more manageable.

The political value of keeping the ILO in being was appreciated in the highest quarters. Just as the creation

) at the end of World War I was made possible because yd George, Woodrow Wilson, and Clemenceau saw in it a jor instrument of politicial stability, industrial peace and ial justice, so was its survival through World War II made sible because Franklin Roosevelt, Churchill, Eden, Attlee l Mackenzie King saw in it a symbol of the continued lity of the ideal of world organization, a democratic ponse to the totalitarian suppression of free trade unionism, l the hope of orderly social progress beyond the strains of time.

U.S. President Franklin Roosevelt had known the ILO e the First Session of the International Labour Conference 1919. He received both of the ILO wartime conferences at White House and sent personal messages to Stalin urging resumption of Soviet participation in the ILO. U.S. Secre- y of State Frances Perkins had been, with Roosevelt's full roval and support, responsible for the entry of the United tes into the ILO in 1934.

British Prime Minister Churchill had had no personal con- tions with the ILO and did not become personally involved ts affairs during the war in the same manner as others. Churchill's government gave staunch support to the icy of maintaining the ILO.

Canadian Prime Minister Mackenzie King had begun his eer by serving as Minister of Labour from 1900 to 1908 later as Minister of Labour from 1909 to 1911. He had n designated a member of the Canadian delegation to the t Session of the International Labour Conference in 1919, had been unable to attend owing to his election as leader the Liberal Party. He had, as Prime Minister, received ert Thomas in Ottawa and had kept in touch with the ad outlines of ILO affairs from the beginning. And he was onally responsible for ensuring that the ILO received in ada all the facilities necessary to enable the working re at Montreal to operate effectively.

Without these powerful friends in high places, the political e of the ILO would have carried little weight with those were inevitably and rightly preoccupied with more mediate responsibilities.

The course of events before and during the War afforded a ession of providential opportunities to formulate, develop, t and secure acceptance of ILO policy.

The Munich crisis of 1938 gave the warning without which would have caught the ILO unprepared, followed by the portunity for action that made proper preparedness possible. credit for making adequate preparations belongs pri- ly to Edward Phelan, who saw clearly from the outset the ILO could not continue to operate successfully in of war without an unequivocal mandate to do so from Governing Body.

The "phoney war" of the winter of 1939-1940 gave us a rier valuable breathing space. It was possible for the cond ILO Conference of American States to meet in Havana ranged in November and to reaffirm the support of a whole rnent for the policy being pursued by the ILO.

The course and pace of events in the summer of 1940, ugh unexpected and rapid, left just enough time and con- sm to permit the evacuation from Geneva.

The relative stalemate of the winter of 1940-1941 furnished ther pause during which we could make the Montreal ning centre an effective unit, captivate the imagination fluential bodies of opinion in the United States and ada, re-establish promptly our relations with Latin America, sue without delay a substantial publications program, d convince the world generally that the ILO was still in ir.

At a later stage, we were to be fortunate in the dates chosen for both the New York Conference of 1941 and the Philadelphia Conference of 1944. Pearl Harbour occurred only a month and a day after the New York Conference, and D-Day, the invasion of Europe, barely three weeks after the Philadelphia Conference. If they had been further delayed it might have become impracticable to hold them and they would certainly have failed to attract the public interest and support that made them valuable. As after Munich and the summer of 1940, the decisive action was taken just before it became too late.

The ILO was fortunate in its wartime leadership. Winant and Phelan each held the highest office at the right time. Phelan would have lacked the dramatic flair and willingness to gamble everything for all required to move the working centre to Montreal in August 1940; Winant would have lacked the patience required to persevere through the years of endurance from January 1941 to May 1944. But together they provided the decisiveness at the moment of crisis and the resourcefulness and tact needed for the long haul, which were equally vital in securing the ultimate result.

We were equally fortunate in the reaction to the emergency of the staff of the ILO as a whole. The strong corporate sense created by Albert Thomas had survived and had been revitalized by Winant. Those who served in Montreal during the first years there look back on those years as the "finest hour" of their service in the ILO.

The understanding and support from those in high office also ensured us the practical facilities without which we could have done nothing. Of this many illustrations could be given. It was of high political importance to emphasize that the ILO retained in belligerent Canada the independent international status that it had enjoyed in neutral Switzerland; this involved conferring upon it a formal status for which there was no precedent in Canadian experience and no provision in Canadian law. Mackenzie King personally fully understood the point and Norman Robertson, John Read and Louis Rasminsky, overburdened as they were with immediate wartime duties, co-operated with us in working out the details.

When the United States was prevented by its wartime regulations from giving visas to our officials from occupied countries it exempted them from requiring visas. When we lost our London premises by bombing, the British Government was prompt in assisting us to find alternate accommodation within a stone's throw from Downing Street.

How far does the story suggest any conclusions concerning the policy that should be followed by the ILO or world organizations generally in the event of a future world conflict of less than nuclear proportions? I venture to draw only one. The ILO was able to survive the war because it was highly relevant to major preoccupations of the time and in a unique position to meet them. The possibility of survival became the fact of survival because successive crises were resolved and readjusted with the boldness or prudence our shifting fortunes required.

First-class leadership and prudent finance and a devoted staff were major factors. Most important of all were the course and outcome of the war and the fact that the ILO had identified itself, by the transfer to Montreal and the decisions of the New York and Philadelphia Conferences, with what were to become recognized as the objectives of the United Nations. It follows from this that no pattern for any future conflict can be drawn from our experience during World War II. That experience may well be regarded as an inspiration and example, but the only clear conclusion that can be drawn from it is that the future, like the past, will be determined by the extent to which successive tides in the affairs of men are taken at the flood.

CANADIAN DELEGATION: (Front row, l. to r.) Howard T. Pammett, head of delegation, Canada Department of Labour; J. Tonner, New Brunswick Department of Labour; (back row, l. to r.) Kenneth Valentine, United Steelworkers of America; Emile Boudreau, United Steelworkers of America; R. P. Riggin, Noranda Mines Limited; J. [illegible] guson, Sherritt Gordon Mines Limited.

Safety Standards for Miners

STRICTER safety standards in mines and measures to prevent unemployment among miners were urged by an International Labour Organization meeting on labour and social conditions in mining, held in Geneva last November. Government, employer and worker representatives from 24 mining countries including Canada said also that special measures should be taken to help ease unfavourable consequences that might result from fluctuations in the international mineral trade, recession or other factors.

Participants in the second ILO tripartite technical meeting for mines other than coal mines pointed out that physical risks exist in mining that are not found in other industries, making special safety precautions necessary. They asked especially that modern methods of protecting workers from radiation hazards should be used in uranium mining. They said the effects of unavoidable unemployment could be alleviated through such means as earlier retirement with adequate compensation, retraining and the mobility of miners towards other regions where employment is expanding.

Particular emphasis was put on the importance of mines inspection services. The meeting stressed that such services should be independent and impartial, should be adequately staffed with highly trained and experienced personnel, and should have access to all laboratory and testing facilities required for the effective performance of their tasks. Serious mining accidents should be the subject of objective technical inquiries, which should lead to reports containing technical conclusions, made available to all interested persons without undue delay. Mineworkers should be adequately compensated for financial loss incurred as a result of an accident at work or of their having contracted an occupational disease. Arrangements should be made for the rehabilitation of [illegible] workers and, if necessary, their relocation in suitable [illegible] ployment.

The participants noted that the geographical distribu[illegible] of mineral deposits is unequal, with large known reserve[illegible] certain minerals being located in the developing coun[illegible] Governments, workers and the mining industry sh[illegible] encourage the drawing up and application of internat[illegible] agreements for the various minerals so that a more s[illegible] production could be reached. Economic activity in the va[illegible] countries should be diversified by setting up new indus[illegible] This would avoid dependence on mining as the major m[illegible] of new jobs and improving living conditions. Processing, [illegible] utilization of minerals should be encouraged within [illegible] country of origin, the delegates said.

ILO: Second Half Century

THE GOVERNING Body of the International La[illegible] Office approved a program of work and a budget of $60,99[illegible] for the two-year period of 1970 and 1971 to begin the I[illegible] second half century of activity. The announcement was [illegible] by Director-General David Morse on March 7 upon concl[illegible] of the Governing Body's first session of the 50th annive[illegible]

ar. Canada's share will be more than $900,000 for each ar covered by the two-year budget.

The budget includes provision for a World Employment ogram, which will be launched this year as a key aspect of ILO's observance of its anniversary. The budget is the st to be adopted on a biennial basis since the ILO was nded in 1919 as the result of a motion adopted at the last neral Conference (L. G., October 1968, p. 584). It reflects annual increase of 7.1 per cent more than the 1969 budget $26,612,739.00. Canada's share is 3.36 per cent of the total m the world community. In addition to this regular budget, ILO administers other funds, most of which are provided the United Nations Development Program for technical operation activities. The total resources of the organization 1970-71 will be in excess of $100 million.

In other actions, the Governing Body:

- approved the strengthening of the ILO's program for lustrial activities to deal effectively with the social problems specific branches of economic activity in all parts of the rld;
- appointed a commission of inquiry to examine complaints ncerning the observance by Greece of two ILO collective rgaining and freedom of association conventions;
- requested the Director-General to call the attention of vernments to the need for reciprocal arrangements for sons employed on inland watercraft crossing national ntiers, with a view to harmonizing and enforcing minimum standards for admission to employment as boatmen;
- agreed that governments will be asked to supply reports on the effect given in their countries to ILO Conventions and Recommendations concerning discrimination (in 1970) and employment policy (in 1971);
- scheduled a session of the ILO's Iron and Steel Committee, of which Canada is a member, in Geneva from September 29 to October 10, 1969; and
- reviewed a list of states of chief industrial importance submitted by an international committee of experts and found that there was no change from the previous list, prepared in 1963. Canada, therefore, continues to be included and is automatically entitled to a seat on the Governing Body.

New ILO Member

The number of member states belonging to the International Labour Organization has now reached 119. Cambodia accepted the obligations of membership contained in the ILO constitution last February and also stated that the country remained bound by the obligations of four International Labour Conventions, which earlier had been declared applicable to the territory of Cambodia. Previous to this, the Mongolian People's Republic became the 118th member of the ILO in May 1968.

Eight Rules For Office Workers In 1872

Most discussions of labour are concerned with factory or mill workers. What about the white-collar worker? This selection should indicate something of his (or, rarely in those days, her) status in 1872. These "rules," by the way, are not invented or even exaggerated; plenty of offices had just such working conditions.

1. Office employees each day will fill lamps, clean chimneys and trim wicks. Wash windows once a week.
2. Each clerk will bring in a bucket of water and a scuttle of coal for the day's business.
3. Make your pens carefully. You may whittle nibs to your individual taste.
4. Men employees will be given an evening off each week for courting purposes, or two evenings a week if they go regularly to church.
5. After thirteen hours of labor in the office, the employee should spend the remaining time reading the Bible and other good books.
6. Every employee should lay aside from each pay day a goodly sum of his earnings for his benefit during his declining years so that he will not become a burden on society.
7. Any employee who smokes Spanish cigars, uses liquor in any form, or frequents pool and public halls or gets shaved in a barber shop, will give good reason to suspect his worth, intentions, integrity and honesty.
8. The employee who has performed his labor faithfully and without fault for five years, will be given an increase of five cents per day in his pay, providing profits from business permit it.

[According to the *Boston Sunday Herald* of October 5, 1958, a Boston office manager, cleaning out a file in preparation for his firm's move to a new location, came across these office rules for 1872. He wanted to read them to his office force, but the members all were out on one of the day's several coffee breaks.]

Gross National Product–1968

Expansion of Economy

STRONG external demand for Canadian goods, coupled with buoyant domestic markets, pushed the level of the Gross National Product to $67.4 billion during 1968. This is a rise of 8.5 per cent compared with 6.9 per cent in 1967 (L. G., June 1968, p. 335). This increase exceeds the average annual rate of increase of 8 per cent for the current expansion period that began in 1961. There was continuing pressure on prices, which rose by 3.6 per cent, the same rate as last year. In real terms, Canada's output of goods and services advanced by 4.7 per cent — considerably higher than the 3.1-per-cent increase of the preceding year.

Although strength was evident throughout 1968, the economy advanced more vigorously in the beginning and closing quarters of the year. For the year as a whole, the pattern of demand seemed balanced, with all sectors continuing on an upward path or, as in the case of business, fixed investment and inventories renewing an uptrend after declines in 1967.

The pull exercised on this year's expansion by the rapid growth of the United States economy was most evident in the demand for Canadian goods and services abroad, which climbed by 13.5 per cent. Canada's merchandise exports jumped by 19.5 per cent, the bulk going to the U.S. External demand was particularly strong in the first quarter. Through the year, there were sharp rises in the exports of a wide range of commodities. With the exception of motor vehicles and parts, imports tended to lag behind exports. As a result, Canada's merchandise surplus grew from $0.5 to $1.3 billion to reach its highest level since 1945. The net gain in merchandise trade was partially offset by a larger deficit in services, because of a return to more normal tourist activity after Centennial year. The deficit on a National Accounts basis was reduced by half to $332 million.

In gross fixed capital formation, impressive gains were achieved in housing, where unprecedented numbers of both starts and completions pushed investment about 20 per cent above the 1967 level. The entrance of banks into the field of mortgage lending and the introduction of more flexibility in the mortgage rate structure were important factors facilitating the current high level of activity in house building. By contrast, business capital spending on plant and equipment declined by 3.5 per cent.

Business added $479 million to inventories compared with $189 million in 1967. The major accumulation occurred at the retail level and was about equally divided between durable goods, mostly motor vehicles, and non-durables.

Incomes

The vigorous performance of the Canadian economy in 1 was reflected in sharply rising incomes. After declining for years, corporation profits increased by 17 per cent above t 1967 level. Advances occurred throughout the year, but fourth quarter leap of more than 10 per cent was the m pronounced. Some of the increase was the result of the level in capital cost allowances that followed the withdrawal at end of 1967 of the option to accelerate claims for machi and equipment. Gross profits rose by 10 per cent. The impr ment in profits was probably facilitated by the existenc strong demand and price pressures in the U.S. In spit sharply increased tax liabilities, partly due to higher rate corporate income taxes, undistributed corporation profits rose to record levels.

The 8.8-per-cent increase in labour income was deri mostly from higher average earnings, as rates of pay contin to rise steeply in spite of a continued slowdown in employm The moderate employment growth of about 2 per cent, mo which was absorbed in the service-producing industries, short of the increase in the labour force, causing the un ployment rate to climb from 4.1 to 4.8 per cent. There v indications of good productivity gains this year, especiall the goods-producing industries, where large increases in ou were realized with practically unchanged employment levels

Expenditures

Rising by 8.5 per cent, consumer purchases maintained high rates of growth of recent years and accounted for ne half of the increase in total demand. A feature of the year the renewed consumer interest in durables, which increase 10 per cent — more than twice the rate of the last two y especially in car purchases. By contrast, non-durables rather weak; they rose by 6.5 per cent compared with 9 per in 1967. Because of strong price increases in this category, slowdown was even more pronounced in volume terms. personal expenditures outpacing the growth of personal posable income, which was slowed down by higher tax co tions, the rate of personal saving showed some decline f the very high levels of recent years.

Government expenditure on goods and services contir

Continued on pag

Automation and Mobility:

s the Price Too High?

IS passing strange that the UAW, a prime mover in the y origin of the auto trade pact, should not be consulted en the two major recipients of its benefits got together to cuss its future after its first three years of existence," stated rief prepared by the United Auto Workers and presented to Government in February. "Especially is this so when it is alled that the auto companies . . . were dragged kicking and eaming into the agreement."

n its brief on the Canada — United States Automotive reement, the UAW reminded the Government that they l raised the cry in 1962 and earlier about the inroads small eign cars were making into the domestic market. In a 3 Royal Commission investigation, the brief said, the UAW w attention to the unfairness of the then existing regulation t allowed "a part or kind not made in Canada" to be orted duty free. Manual transmissions were rapidly be- ing a thing of the past in modern cars, and automatic nsmissions, never made in Canada, were coming in duty free the hundreds of thousands. "This led to the trial run on lar-for-dollar duty-free importation of automatic transmis- ns, the direct progenitor of the auto trade agreement."

he brief said that the remission of tariffs, which in 1965 roximated $50 million and was to be used to reduce costs, not noticeably lowered prices. And the rise in prices could possibly be justified by the cost of additional safety features. ie Canadian Government improved its balance of trade ation, the automotive industry increased its business almost -fold and the tariff on automotive parts and vehicles was inated as far as the companies are concerned, but the tomer still has to face price increases."

he brief pointed out that the "Big Three" had announced e increases of approximately 1.6 per cent again this year claimed that it was a result of increased costs of production uding labour costs. "The UAW is of the opinion that the e increases were unnecessary and will not tolerate the gestion that higher wages are the cause of the increases." en the union negotiated wage increases in 1967-68, the brief l, both the UAW and the companies were well aware of the that productivity had already increased owing to the ter efficiency of operations and higher output per man-hour. For three years our Canadian members have been unfairly ted under the TAB program," the brief stated. It criticized the Government for allotting a budget of $5 million dollars, and in June 1966 spending "the glorious total of $4,559." This under-spending was achieved, it said, by enacting the Transitional Assistance Benefit plan (L. G., March, p. 146) that forced UAW members who were laid off because of the pact, to rely on Supplementary Unemployment Benefit coverage. "Eventually the Government generously amended the regulations to the extent that after SUB credits were exhausted, one could draw TAB benefits."

The brief strongly urged that the TAB program be extended indefinitely, saying that the nation has a special obligation to protect individuals whose personal interests have been subordinated to the general good.

It condemned Ford Motor Company of Canada Limited for laying off almost one fifth of its work force because of automation that had resulted from the auto pact, and for not giving the 817 workers and their union advance notice of this decision. "Most of the 327 laid off on November 25, 1968 were not even eligible for Unemployment Insurance Commission payments, let alone SUB," the brief stated. "Many of these are young workers just out of high school, who having passed their probationary period, have invested heavily in automobiles, furniture, and homes, the payments of which they will find difficult to keep up."

The brief commended Minister of Labour Bryce Mackasey for changes in the TAB regulations reducing the employment requirement from 30 to 16 weeks. It said, however, that the requirement to have worked 30 or even 16 weeks out of the preceding 52 in the automotive industry was completely unrealistic because it discriminates against the recently hired employee who is laid off before the four-month period is worked. In the past, the eligibility requirement of 30 weeks employment in the last 52 weeks, discriminated against married women who had been on maternity leave during that period. The brief recommended that the requirement to have worked a specific number of weeks be eliminated entirely, but if this was not acceptable, it urged that the requirement for 16 weeks be so worded that time spent on contracted sick leave, maternity leave, or leave of absence be omitted from the tabulation of the 52-week work year.

The brief recommended that TAB be extended indefinitely. "The UAW's position is that as long as a layoff occurs as a

result of the auto pact, TAB must be paid to help the members through the transitional period. As it has been extended only until June 30, 1970 it means that in 1970 we will be back to urge the extension of TAB for an additional period." It said that it would be simpler to allow the Adjustment Assistance Board to remain in existence indefinitely and permit it to rule on whether or not a layoff is attributable to the auto pact.

"The UAW is pleased to see that the Minister of Labour has amended the regulations to allow our members, who have SUB plans to draw TAB first if they wish." It called "totally unrealistic" the previous regulation that had permitted workers with SUB plans to draw TAB first only if their employer would voluntarily contribute an amount equal to the SUB contributions he would otherwise have paid. The UAW commented that although the regulation was designed to prevent employees from drawing more than their normal weekly wages by combining TAB and SUB, in their present form, the changed regulations would not be utilized and are therefore useless unless the TAB benefit is increased to the new SUB level.

The brief recommended the formation of a Tripartite Committee, representing manufacturer, government and union, to act as an advisory committee that would meet to exchange information and to co-ordinate all aspects of the Auto Pact including layoff situations. It recommends also legislation to make the employer give advance notice of layoff caused by automation and rationalization, the penalty to be payment of the employee's normal wages for a period equal to the advance notice stipulated by law.

The brief stated that automobile and parts manufacturers have a social and moral responsibility to the workers and to the communities in which they locate. Agreeing that the Government and municipalities had a right to court new industry and that management must renovate or expand facilities to meet the increased demands of the market, brief stated that automotive manufacturers should not induced to relocate whimsically in various municipalities promises of tax concessions of one sort or another, and as that they be required to give specific reasons for relocating.

"Why should Government provide millions of dollars companies in loan programs such as the Adjustment Assista Loan Program so that they can profitably move elsewh thereby disrupting whole communities, causing layoffs, ter nation of employment and the loss of pensions, seniority other fringe benefits?" asked the brief. "It is about time these large, rich, strong companies are compelled to assu their responsibilities to the communities in which they locate

Replying for the Government, Labour Minister Bi Mackasey agreed that workers had the right to be warnec impending shutdowns in plants and that there should b change in attitude about this on the part of management. believes, however, that workers should be prepared to mobile and to accept the issues involved in industrial transit Labour must recognize, he said, that mobility is the key industrialization and it must become accustomed to the idea technical change and not afraid to promote the shifting o working population.

On the question of expanded TAB benefits, Mr. Macka said that he was concerned with the rights, rather than freedom, of the worker. He explained that in most situatio worker taking the TAB benefits first would receive somew less benefit for a longer period than if he took the SUB ben first.

Referring to the layoff of Ford tool and die workers at Windsor plant, Mr. Mackasey said that 84 were laid off bu had been rehired by February 14, and 16 others went bac work on the 17th. Of the remaining 34, that were still laid 20 to 25 were expected back before the end of March.

Gross National Product — 1968

Continued from page 330

the deceleration that started in 1967; for the first time since 1964, it rose less rapidly than the GNP as a whole. Most of the 1968 rise of 7.5 per cent was attributable to increased spending at the provincial-municipal level of government, and consisted largely of higher wages and capital outlays. With total revenues rising faster than total expenditures, the surplus on a National Accounts basis for all levels of government combined, increased from $157 to $800 million.

Price Movements

Aggregate price change, as measured by the implicit price index of Gross National Expenditure, rose by 3.6 per cent in 1968, the same rate of advance as in 1967. Larger increases than in the previous year occurred in all major components except exports; significantly higher import prices dampened the increase.

In personal expenditure, a sharp acceleration in the rat price change in non-durables offset lower rates of increas durables and services. Among non-durable items, price creases of tobacco, liquor, gasoline, oil and grease were lar the result of higher taxes. Food prices rose by 3.3 per cent a being virtually unchanged in 1967. Increases were widespr but most notable in dairy products, fish, fresh fruit, can vegetables and frozen foods. Modest price increases in furni and a slight decline in household appliance prices contrib to the smaller increase in the price component of durables: prices advanced at the same rate as in the previous y Service prices continued to rise sharply, 4.7 per cent compa with 5.7 per cent in 1967. Most prominent were the increa costs for medical care, recreation, education and transpc tion; and rents also rose more strongly.

For the third successive year, strong increases occurre the implicit price indexes of residential and non-reside construction; labour costs rose by 8 per cent, while the mate component advanced by 2.7 per cent. Machinery and eq ment prices were lower in 1968 as a result of the removal of federal sales tax on production machinery and equipn in June 1968.

The Construction Industry:

The Most Maligned Business in Canada?

ALTHOUGH 1968 was not a major bargaining year for e construction trades," says A. William Purdy, past president the Canadian Construction Association, "settlements made th various trades across the country set an alarming trend th some awards varying from 13 to 22 per cent a year. These creases imposed on previous increases, which averaged 10 r cent a year in 1967 and 8 per cent in 1966 have pushed nstruction workers' wages to the $5.00 level or higher in me cases."

Speaking in Montreal to delegates to the 51st annual meeting the Canadian Construction Association, Mr. Purdy said at there was no question that construction wage rates have risen faster than those in the rest of the economy, and that if this "alarming" trend continues, Canada will have difficulty building factories and other facilities at a price that will permit industry to compete in world markets.

"Of equal concern to employers is what we lose in the form of management rights each time we negotiate in our fractured way and settle for parochial reasons and not for the good of all," he said. "Surely the time must be close at hand when all contractors in a region or even a province can collect themselves together to hammer out an effective and fair agreement for the total industry in that region or province."

Mark Stein, President of the Canadian Construction Asso-

rn l. to r.: A. William Purdy, Immediate Past President, Calgary, l.; Robert G. Saunders, National Vice-President, Vancouver, B.C.; Mark Stein, President, Montreal, Que.; Robert C. T. Stewart, National Vice-President, Halifax, N.S. *Photo by Richmond Jones, Montreal*

ciation, reminded the delegates that labour agreements were expiring in most of the major centres this year and negotiations for new agreements have either started or were about to start. "If the pattern of the last few years continues we may once more be faced with demands that have no relationship whatever with cost of living indices, productivity gains, or the capability of our economy to support labour's demands," he said. "This year also, many of our provincial affiliates will be seeking the legislative amendments necessary for the implementation of the Goldenberg-Crispo recommendations and one of the key recommendations is the accreditation of construction employer associations."

Mr. Stein said in an interview that wage increases are far in excess of productivity gains, which "have been running from 3 to 3.5 per cent a year for the last two or three years." Construction workers' wages are already much higher than wages in other industries, he said. A carpenter working on a construction in Montreal earns $4.23 an hour, whereas the same carpenter working in a woodworking shop would earn $2 to $3 an hour. And this was representative of the situation across Canada, he said.

"Whatever costs the contractor time and money directly costs us as owner-client," said R. J. Wismer, Superintendent of Construction, The Algoma Steel Corp. Ltd., Sault Ste. Marie. "For that particular reason we are becoming more and more indirectly involved with labour relations between the contractor and the building trades unions."

Mr. Wismer listed what he considered to be the worst of these labour problems. They were: increasingly poor productivity and poor workmanship and unqualified men supplied by unions; artificial restrictions in union agreements pertaining to supplies, supervision, crew sizes and on site work; unreasonably high wage demands, fringes and overtime; and costly delays resulting from illegal strikes.

"I am the first to admit that we, as owner-clients, did very little until recently to help in the gradual paralysis that is creeping over the industrial scene today," he said. "If it is not arrested it will, in the very near future, bring the cost of such work to a stage where it is completely unacceptable to us."

He said that at one time he and his counterparts were interested only in getting the job finished on time at minimum cost. "I have to admit that we, probably as much as anyone else, helped to create the weak and divided labour policies that exist in the industrial construction field today. These weaknesses are perpetuated by open ended national agreements, project agreements, hiring halls, multiple contract expiry dates and until recently an almost complete lack of co-ordinated labour policy in the construction industry."

Mr. Wismer recommended the establishment of a unified labour relations policy that would be implemented by centralized professional planning, negotiating and administering of all construction agreements. He recommended controlled overtime on an area basis to stabilize work forces by eliminating job jumping; support of local builders exchanges and the CCA's new Labour Relations Bureau, i.e., no member — no hire; restricting general contractors from exercising their rights under a national agreement at the expense of local Builders Exchanges or associations; strong, active support of contractors' associations seeking legislative changes such as those proposed in the Rand and Goldenberg reports; and support of increased training of tradesmen by the construction industry.

"Barring improvements to the general labour picture through our combined efforts, we . . . visualize a continued slowdown of new works," he said. "In fact we have reached the stage where return on investment . . . is so low that work has been shelved through 1967 and still is hanging fire across the country."

R. Dicaire, President of the Montreal Construction Association, told delegates that the system of mult-trade — multi-party bargaining has proven to be the best solution to labour relatio problems in the Quebec industry. "I would hope that o collective agreement decrees act, as well as our new Bill 29 would be imitated in the other Canadian provinces," he sai "This system simplifies negotiations, prevents whipsawing a competition between trades and tends to unify the industry a whole; it groups the trades and the employers and favou stronger employer associations."

Mr. Dicaire explained that all recognized parties mu negotiate jointly only one collective agreement for a giv region. "All those parties should sign together and at the sa time one single document for the industry as a whole, includi the mechanical trades," he said. "The spirit of the law, howev allows for this collective agreement to include special provisio for certain trades in separate chapters, for instance, long hours for roadbuilding or travel arrangements for electricians Bill 290 which replaces the Collective Agreement Decrees A forces co-ordination between the recognized parties, and ev if one succeeds in securing an agreement for its trade, th agreement can be ratified only by all the recognized parties.

"The core problem underlying most, perhaps all, of t industry's major industrial relations problems is the industry instability, that is, the instability of the demands made up the industry," said Frank Wildgen.

The industry, he said, because of this instability, is mark by corporate structures that are top heavy with high-c short-term debt and by managements that devote only trifli amounts to work-study programs and other kinds of researc and that are overly prone to seek expedient, short-te solutions for deep-seated structural problems.

The marked instability of construction outlays makes necessary to pay a wage premium in order to attract adequa numbers of workers with the required levels of skill into t industry. It means also that the industry will experien difficulty in attracting and holding those workers most capa of swift promotion to supervisory levels. The need at cycli highs and during peak seasons to take on large numbers inexperienced workers, often under inadequate supervisio the rushing of much construction work, and the necessity working long overtime hours for extended periods, all grea enhance the danger of accident occurring on construction si with its injury, loss of life and resultant high premiums workmen's compensation. "Similarly, the recurrence of employment in the industry signifies that unemployme insurance rates are thereby raised above the usual level." addition, he said, construction instability means the breaki up of efficient teams of construction workers, the interrupti of training programs and apprenticeship streams, and the hi cost of the recurring need to recruit and retrain constructi workers. Finally, he said, instability in the construction indus works through a multiplier effect to destabilize the rest of t economy and upset the system's allocative processes. Recurr slack in the industry thus impinges directly and seriously government finances: social transfer payments are there raised while tax revenues are reduced.

J. C. Cochran, President of Domtar Construction Materi Ltd. of Montreal, believes that the construction industry is most maligned business in Canada. "As a result of ma irresponsible statements, the public have come to beli that all of us involved in the construction industry are the m inefficient businessmen in the country," he said. "I do believe it and we should refute it."

Mr. Cochran said that the construction industry at all lev is the most controlled and regulated business in the country all levels of government from federal down and through municipal. "It is this control and restriction that does permit us to be as efficient as we are capable of achievi How can any business attain maximum efficiency operati under stop-and-go conditions?"

New Law for the Quebec Construction Industry

QUEBEC has a new labour relations act for the construction dustry, Bill 290, Construction Industry Labour Relations t. The purpose of the act, passed by the National Assembly December, is to solve problems in the construction industry; prove employer-employee relations; prevent raiding and ter-union strife; and avoid difficulties in certification and gotiations caused by the temporary and seasonal nature of e work and resulting from separate negotiations carried on the various trades involved.

The new law is based on the decree system that has been force in the province since 1934 (L. G. 1934, p. 417). This rmits the basic standards of wages and working conditions in a collective agreement negotiated by a representative oportion of employers and employees to be imposed by cree on an entire industry within a specified area. The decree s extends the negotiated standards to all employers and ployees who were not party to the agreement.

Other principles incorporated in the new Act are: the recogni- n of representative associations of employers and employees; ndatory collective bargaining by such associations on a lti-trade basis for the conclusion of a single collective reement leading to the adoption of a decree in a given ritory; prohibition of strikes or lockouts during the term a decree; and the regulation of working conditions by an linance of the Lieutenant Governor in Council where mbership in representative associations of employees is than 20 per cent of the workers in the construction industry he territory.

Freedom of association is guaranteed for both employers l employees. The Act contains provisions intended to tect more effectively the right of the worker to join the ion of his choice and no longer gives exclusive bargaining hts to a union having majority support. Certain practices ich would interfere with the right of association are prohibited. Each decree must contain provisions regarding union security and the check-off of union dues.

A joint advisory commission made up of union, management and government representatives is to be established to make recommendations to the Minister of Labour and Manpower regarding specified matters to be determined under the law.

The construction industry will henceforth be governed by provincial or regional decrees, negotiated on behalf of employees and employers by representative associations. Except in the Montreal and Quebec areas, the Act permits special negotiations for projects costing $25 million or more, unless a province-wide decree is in force.

A significant change is that construction unions will no longer be certified. The Act recognizes two employee associations, the Quebec Federation of Labour and the Confederation of National Trade Unions and five employer associations as representative for bargaining purposes. Other associations may be recognized as representative by the Minister if they represent at least 20 per cent of employers or employees in the province or in a region. All associations recognized as representative in a region may participate in negotiations leading to a decree. An association representing less than 5 per cent of employees or of the employers of its class may participate in collective bargaining leading to a decree, but it cannot veto an agreement. If the Minister refuses to extend a collective agreement, it will continue to be valid between the parties.

Bargaining for a collective agreement with a view to the adoption or renewal of a decree must begin in the four-month period (within 120 days) preceding the expiration of a decree. In the case of decrees under the Collective Agreement Decrees Act which are due to expire between January 1 and April 30, 1969, the parties were required to commence negotiations by January 1, 1969.

Another Booster for Guaranteed Annual Income

A single general farm organization and a guaranteed income for the poor were two of the main proposals to come out of a two-year study of farm income made by a special committee appointed by the Ontario Government. The special Committee on Farm Income, headed by Everett Biggs, Ontario Deputy Minister of Food and Agriculture, recommended a negative income tax to provide both rural and urban low-income families with a guaranteed minimum income of $1,500. The report was completed in January.

Illustrating how the negative income tax would work, the Committee took a hypothetical family of three whose breadwinner earned less than $3,000 a year. With the Committee's proposal, the family would receive from the Government a payment of half the difference between its earnings and the present $3,000 tax-free limit. A family with no income, therefore, would have a final income, after payment of the negative income tax, of $1, 500. A family earning $1,000 would get $2,000; earning $2,000 would have $2,500 and earning $3,000 would end up with $3,000.

The Committee called its negative income tax proposal "a modest plan" but said that a higher guaranteed income would have involved very high rates or taxation on earned income and might have proved more expensive than the economy could afford.

Many of the Committee's proposals pointed to the need for farmers to provide a unified approach to government and other organizations. At present, the Committee said, the potential influence of farmers is paralyzed because they attempt to express themselves through the Ontario Farmers' Union, the Ontario Federation of Agriculture and various marketing boards and commodity associations. It strongly recommended the creation of a general farm organization that would speak on behalf of farmers when a united front was required and a food supply agency that would have full responsibility for marketing all farm products. The general farm organization would co-ordinate the action of farmers, develop policies on farm income, and advise the Government on problems relating to the industry and to rural affairs. And the organization would evaluate and criticize the performance of the food supply agency. The organization, on the advice of the food agency, would negotiate with the Government on rates of return to labour and capital, and quota allocation policy, evaluate and criticize the performance of the Ontario Farm Machinery Crown Corporation, and advise the Government on issues of agricultural subsidization, imported products and appropriate trade policies, taxation policy, land zoning and regulation, and on many aspects of regional development policy.

Two weeks after the report was released, the 360 delegates, representing the two general farm organizations in Ontario, met to discuss the Committee's recommendations, and following a lengthy debate decided to support the idea of a single general organization. The presidents of both the OFU and the OFA indicated that they were prepared to discuss the unity proposals. At the end of the Conference, Agriculture Minister W. A. Stewart said that he would take the farmers' request for new legislation to the provincial Cabinet.

Wage Schedule Prepare In Februar

During February, the Department Labour prepared 254 wage schedules f inclusion in contracts proposed to undertaken by departments of the feder Government and its Crown corporatio in various areas of Canada, for works construction, remodelling, repair or d molition, and certain services.

In the same period, 188 contracts these categories were awarded. In ad tion, 185 contracts containing the Gene Fair Wages Clause were awarded Central Mortgage and Housing Corpo tion and the Departments of Defer Production, Post Office, Public Wo and Transport.

A copy of the wage schedule issued each contract is available on request trade unions concerned, or to others w have a bona fide interest in the executi of the contract.

Contracts awarded in February for t manufacture of supplies and equipme were:

Department	*No. of Contracts*	*Aggregat Amount*
Defence Production	80	$2,462,990
Post Office	26	696,794
Public Works	1	83,321
R.C.M.P.	17	115,938

During February, the sum of $1,438 was collected from 9 contractors for wa arrears owing their employees as a res of the failure of the contractors, or th subcontractors, to apply the wage ra and other conditions of employment quired by the schedule of labour con tions forming part of their contract. T amount is for distribution to the workers concerned.

The Strike as a National Emergency

he strike problem in the United States probably going to get worse, because the wage-price issue, long before it any better," says Donald E. Cullen. his book, *National Emergency Strikes*, lished by the New York State School ndustrial and Labor Relations, Cornell versity, Mr. Cullen asks whether there eally an emergency strike problem ll.

Ir. Cullen says that the public thinks e is a problem, and in the view of erts the problem is "vastly overrated," he public. Public opinion polls show a majority of the public approves of ypes of strike controls as do "many ot most) rank-and-file workers and agers."

lthough the strike can be a crude and nful weapon, says Mr. Cullen, "we w no better way of granting workers effective voice in resolving the dis- ements that inevitably arise between loyer and employed." Mr. Cullen s that people in the field of industrial ions are unable to agree on the ificance of past strikes in predicting re strikes. The emergency strike issue been fought over for 20 years, and e is still no consensus on what an rgency strike really is. "Most sur- ing, there have been fewer than 10 r us studies of the impact of specific es, and only two in the last 10 years." he public and its representatives de- l long ago that there were emergency es and that something should be about them. But, "in the summer of 6, a congressional committee tried in i to determine whether a month-long down of 60 per cent of the airline stry was or was not a national rgency."

l looking at labour legislation, says r Cullen, legislators are caught between e two opposing positions of sterner eaures against labour and the belief any labour leaders that the "emer- y issue is an antilabour hoax." The bc has apparently favoured govern- en intervention in major labour dis- tt, government has intervened and pts think that few, if any, strikes in e last few years really created emer- ncs. "From this sequence of facts, it a easier for an elected official to con- id that present strike controls are et good than to conclude that they ou be scrapped or that emergencies ou still not have happened if the vernment had done less, or that these controls actually created some of the impasses they were called upon to resolve."

But Mr. Cullen says that probably the greatest obstacle in changing policies is that critics have a difficult time in coming up with alternatives that look much better than the present laws dealing with emergency strikes. A major reason for the endurance of the emergency strike provisions of both the Taft-Hartley and Railway Labor Acts, says Mr. Cullen, is that there is great difficulty in demonstrating that some other strike policy would be much better than laws now on the books.

Few presidents have put free collective bargaining to the ultimate test when faced with a major work stoppage, says Mr. Cullen. Two possible exceptions were the four-month-long steel strike in 1959 and the eight-month-long copper strike of 1967-1968. Neither produced a national catastrophe, but the Government did eventually intervene.

No one knows what would happen if existing strike controls were repealed and the President and Congress followed a hands-off policy toward all labour disputes. Mr. Cullen says that, "the imperfections in our knowledge are embarrassingly numerous and fundamental: whether there even is a strike problem that needs a solution, whether the solutions tried during the past several years have worked reasonably well or have made matters worse, and whether some other solution would have worked any better over the same period."

Mr. Cullen, in introducing his last chapter, says that if the reader has been "reduced to a state of healthy confusion, seeing numerous perils lurking in every possible strike policy, he may now count himself an expert." The opinions expressed, he says, should be viewed with tolerance and skepticism.

Mr. Cullen takes issue with the use of the phrase "national emergencies," about which most discussion has turned in the last 20 years. "Any such terms are fearfully ambiguous, but that is just the point; in the real world, the moment at which the government should intervene in a strike is uncertain and indefinable."

To improve the information available on strikes, Mr. Cullen suggests that the U.S. Employment Service make systematic assessments of the secondary unemployment caused by a major strike, "to replace the haphazard assessments now made by newspaper reporters." But even if there is more accurate information, intervention will always be a political decision. Who can eliminate this factor from the field of strike policy, asks Mr. Cullen.

But Mr. Cullen does realize that an ultimate solution is rare in a free society. "The evidence is perfectly clear that American unions and employers will comply with most strike controls most of the time, but that every control will sooner or later be violated by someone."

In concluding, Mr. Cullen suggests that the idea of the statutory strike deserves more consideration than it has received. He suggests the consideration of new approaches to compulsory arbitration with a system of "arbitration fees," which is a variation of the statutory strike or a process of partial operation to meet the needs of the public while "permitting the private bargaining process to continue in a smaller arena."

Some of these ideas should be put into the "arsenal of weapons" that the Government has at its command, says Mr. Cullen, but it would require a Congress willing to grant a president these options and a president "with the courage to gamble occasionally on an untried weapon in a major dispute." The problem could be greatly alleviated, and the obstacle in the way of Congress adopting improvements would shrink, if more people would acknowledge that "the 'national emergency' test is nearly useless."

Mr. Cullen cautions that the critical strike is just not going to fade away, although some "orthodox assumptions are under severe challenge from those who view collective bargaining as a major contributor to the twin problems of inflation and unemployment." In the past, he says, it has been assumed that the content of an agreement is less important than that "the method of agreement be relatively peaceful and, to the extent possible, voluntary."

Donald E. Cullen is a professor at the New York State School of Industrial and Labor Relations. His special interest is the negotiation process, and he has recently completed a year with the President's Council of Economic Advisers as senior staff economist in the area of wage development and collective bargaining.

PRICE INDEXES

Consumer, March 1969

The consumer price index (1961-100) in March increased by 0.5 per cent to 123.2 from its February level of 122.6, and was 3.9 per cent above the March 1968 level of 118.6.

The food index declined by 0.1 per cent to 123.8 from 123.9. Price movements were mixed, with lower prices for meats, dairy products and eggs outweighing increases for fresh fruits and vegetables. Among meat items, "specials" in a few major cities reduced beefsteak, ham and bacon prices, but chicken prices increased in a number of centres. In Toronto and other eastern cities, increases of 50 per cent or more since the preceding month were recorded in the retail price of lettuce. Other large increases among vegetables and fruits were recorded for tomatoes, apples, and both canned and frozen orange juice. Among staple foods, bread and sugar prices increased, while milk, butter, and margarine experienced fractional declines. The March food index was 3.3 per cent above its level of a year earlier.

The housing index rose by 0.4 per cent to 122.8 from 122.3. While rents increased by 0.2 per cent, higher prices for new houses and repairs, together with increased property taxes, combined to advance home-ownership costs by 0.9 per cent. Among household operation items, homefurnishings, including floor coverings, increased in price after mid-winter sales on these items had expired.

The clothing index advanced by 1.6 per cent to 123.8 from 121.8. The removal of sales prices on many items, plus additional markups on new lines, were mainly responsible for price increases in most outer garments, and footwear items. In addition, increased charges for laundry, dry cleaning and shoe repairs, contributed to the overall rise.

The transportation index increased by 0.9 per cent to 118.3 from 117.3. Increased registration fees were recorded in Ontario, Quebec and New Brunswick, while the price of auto repairs increased substantially throughout the country.

The health and personal care index declined by 0.1 per cent to 129.5 from 129.6, as the price of toiletries registered a fractional decrease.

The recreation and reading index rose by 0.3 per cent to 125.1 from 124.7. Generally increased television repair costs and higher newspaper subscription rates in Ottawa and Saint John, contributed to the increase.

The tobacco and alcohol index remained unchanged since the previous month. At its March level of 121.9, it was 2.4 per cent above its level of a year ago.

Group indexes a year ago in March were food 123.8; housing (shelter and household operation) 122.8; clothing 123.8; transportation 118.3; health and personal care 129.5; recreation and reading 125.1; tobacco and alcohol 121.9.

City Consumer, March 1969

Between February and March, consumer price indexes advanced in eight regional cities and city combinations, remained unchanged in one, and declined in one. The changes ranged from a decrease of 0.3 per cent in Montreal to an increase of 0.7 per cent in Saint John, N.B.

Food prices rose in seven cities and declined in three, and the clothing indexes advanced in all 10 regional cities; the components for housing, transportation, recreation and reading also moved up in most cities. Health and personal care costs registered marginal decreases in most cities in response to lower prices for some toiletries. Tobacco and alcohol indexes registered no change from the preceding month.

Regional consumer price index point changes between February and March were: Saint John +0.8 to 117.1; Ottawa +0.7 to 120.8; Toronto +0.7 to 121.9; Winnipeg +0.5 to 120.9; St. John's +0.4 to 118.2; Halifax +0.4 to 115.9; Edmonton-Calgary +0.4 to 119.6; Vancouver +0.3 to 117.6; Saskatoon-Regina unchanged at 117.7; Montreal −0.4 to 120.0.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) increased 0.4 per cent to 265.4 from 264.3 in the three-week period March 7 to March 28. The animal products index increased 1.0 per cent to 347.8 from 344.4 and the field products index declined 0.6 per cent to 183.1 from 184.2.

Missing Indexes

The general wholesale index, the United States consumer price index and the British index of retail prices were not received in time for inclusion in this issue. They will reappear next month.

Employment Review For March

Employment increased seasonally 33,000 to 7,471,000 between Febru. and March. The labour force, at 7,919,0 showed little change from February. U employment declined by 25,000 448,000, an above-average decrease this time of year. Compared with Ma 1968, employment showed a gain 351,000, or 4.9 per cent, and the lab force rose by 311,000, or 4.1 per ce There was a decline of 40,000 in employment, all of it among men in 20-64 year age group.

Unemployment in March represen 5.7 per cent of the labour force, cc pared with 6.4 per cent in March 19 and 5.3 per cent in March 1967.

Farm employment, at 466,000, inci sed by 12,000 during the month and 4,000 higher than in March a year a

Non-farm employment, at 7,005,(increased by 21,000 during the mo Compared with a year ago, it was hi by 347,000. Community, business personal service showed the largest crease, 119,000, followed by manufac ing, 90,000; trade, 40,000; public ministration, 31,000; and construct 22,000.

Between February and March, Que and British Columbia showed gain total employment of 19,000 and 14 respectively. In other regions there little change. All regions shared in year-over-year gain in employment. largest increase took place in Ont 165,000. Smaller gains occurred in Que 84,000; the Prairies region, 55,(British Columbia, 34,000; and the At tic region, 13,000.

Unemployment decreased by 25 between February and March, and 40,000 lower than in March a year Of the 448,000 unemployed, 28 per had been unemployed for less than month, 34 per cent for one to t months, and 38 per cent for four mo or more.

UNB Industrial Relations Committee Receives Gran

The Government of New Bruns has presented a grant of $35,000 tc New Brunswick Industrial Relations C mittee. Established by the Universit New Brunswick to consider provi labour problems, and comprised o equal number of representatives of la and management, the committee is u the joint chairmanship of George McAllister, Q.C., Professor of Law, William F. Ryan, Q.C., Dean of

Problems and Programs in Rehabilitation

An international seminar on present rehabilitation programs in compensation drew more than 100 delegates of governments, compensation agencies and rehabilitation organizations to Toronto last March. The seminar was sponsored by three organizations: the International Society for Rehabilitation of the Disabled; the World Commission on Vocational Rehabilitation; and the Workmen's Compensation Board of Ontario. Representatives of the International Labour Office attended also.

The theme of the seminar was "Rehabilitation Programs in Workmen's Compensation and Related Fields," and it sought to:

- review present rehabilitation programs in compensation and related fields in Canada, the U.S.A. and other countries;
- identify areas of need in research to improve rehabilitation programs;
- prepare recommendations on activities to be undertaken by organizations to improve rehabilitation services for the disabled; and
- suggest methods of study in the areas of unmet needs.

The various services of the Workmen's Compensation Board of Ontario, including accident prevention, payment of medical and surgical costs, provision of prostheses and appliances, and rehabilitation services, were outlined by Duce J. Legge, Q.C., chairman of the board. These services are in addition to the basic ones of payments to the injured worker to compensate him for lost income during periods of time-off from work because of injury, pensions for permanent disability resulting from injury, and allowances to widows and dependent children of workers whose injuries are fatal.

Mr. Legge described how employers are assessed to meet the costs of the board's services and he explained how the injured workman can receive the services to which he is entitled without the necessity of court action.

Dr. Leo Noro, director of the Institute of Occupational Health in Helsinki, Finland, spoke on rehabilitation of the occupationally disabled in his homeland. Private insurance companies take care of insurance for accident and occupational disease, he said. The accident insurance companies' responsibilities, as defined by law, had been rather limited until recent years, but in 1963 vocational rehabilitation was included as part of the accident insurance benefits. Rehabilitation programs in Finland make use of community and voluntary services subsidized by the Government.

Donald L. Ream, workmen's compensation consultant for the U.S. Department of Labor spoke on workmen's compensation in the United States. At the time compensation laws were first considered in the United States, there was serious doubt as to the constitutional legality of a nationwide compensation law, he explained. The federal Government did pass a law, in 1908, to provide compensation for its employees, and later a law covering longshoremen and harbour workers. Ten states enacted laws in 1911 and today all states, the District of Columbia and Puerto Rico have compensation laws.

Harold Russell, Chairman of the President's Committee on Employment of the Handicapped, himself a double arm amputee, explained the work of the President's Committee and led a discussion on compensation for second injury. The fear that compensation costs for a previously handicapped worker will be higher than those for a non-handicapped worker suffering a similar accident frequently prevents the employment of handicapped workers. Second-injury funds are needed to protect the employer and the employee, but all states do not yet have second-injury legislation. Information on the Second-Injury Fund of the Ontario Wotkmen's Compensation Board was available for discussion.

Some time was devoted to discussion of medical problems connected with workmen's compensation programs. Dr. A. B. Powell, Director of Medical Services for the Ontario Workmen's Compensation Board, explained how medical and surgical treatment is provided for injured workmen in Ontario and he listed some areas of study in which research is being carried out. Dr. B. H. G. Curry explained the purpose of the Workmen's Compensation Board Rehabilitation Centre at Downsview, Ont., and how it is operated. This session was held at the centre and the delegates were taken on a tour of its facilities.

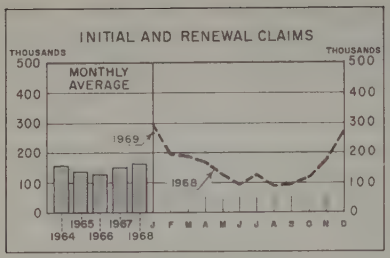
Dr. Ian McNab, chief of the Division of Orthopaedic Surgery at Wellesley Hospital, Toronto, presented a paper on the rehabilitation of the low-back cripple in which he discussed the pros and cons of surgery for this condition and some of the methods used in diagnosis.

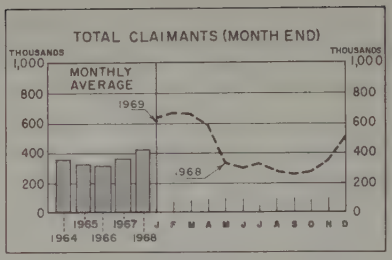
Dr. W. R. Harris, assistant professor of surgery at the University of Toronto, spoke about the Amputation Clinic and new developments taking place in this service. He discussed the problems of finger and partial hand amputations, and the fitting of prostheses, and demonstrated the use of the new "modular" adjustable prostheses for lower extremity amputees, which has been under development at the Winnipeg Rehabilitation Hospital.

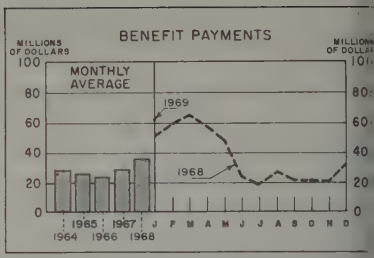
Dr. John H. Aldes, director, Ben R. Meyer Rehabilitation Centre, Cedars of Lebanon Hospital, Los Angeles, presented a paper outlining some of the problems connected with providing the best medical services to injured workers under the terms of compensation laws in the United States. Each state has its own compensation laws, which vary widely in their provisions for medical care and rehabilitation. Dr. Aldes outlined some of these variations by state, and gave his audience some idea of the impediments to successful rehabilitation incorporated in some of them.

Finally, Dr. A. Nizan of the National Insurance Institute in Jerusalem, Israel, spoke on the problems of injured workmen in his country and what is done to make them fit to work.

Manpower Utilization Branch, Department of Manpower and Immigration







Unemployment Insurance Report—January

Claimants for unemployment insurance benefit totalled 616,000 on January 31, 1969. This was 118,000 or 24 per cent more than the 498,000 recorded at the end of December 1968. Males accounted for more than 80 per cent of the increase.

In comparison with the claimant count of 633,000 at the end of January 1968, there was a decrease of 3 per cent. A slight increase in the count of females was offset by a decrease among males.

Of those on claim at the end of December 1968, about 41 per cent had been on claim for more than 4 weeks; on January 31, 1969, this proportion exceeded 55 per cent. This is in accordance with the usual seasonal pattern.

Of the 616,000 claimants recorded at the end of January, 123,000 were classified as seasonal benefit claimants.

A total of 267,000 initial and renewal claims were filed in local offices across Canada during January 1969. The volume was 9,000 or 3 per cent lower than the 276,000 filed last month and 29,000 or 10 per cent smaller than the 296,000 filed in January 1968.

The average weekly estimate of beneficiaries during January 1969 was 502,000 compared with 236,000 in December 1968, and 381,000 a year ago. Benefit payments totalled $61.2 million in January 1969, $30.8 million in December 1968 and $50.8 million in January 1968. The average weekly payment was $30.50 for January 1969, $29.05 for December 1968 and $26.66 for January 1968.

Despite the proportionately large increases in the December-to-January claimant count in all provinces, large numeric changes occurred only in Quebec, Ontario and British Columbia.

In comparison with the claimant count a year ago, changes were minor. Increases among males in Saskatchewan, Alberta and British Columbia were offset by decreases elsewhere. Prince Edward Island, Ontario and Manitoba were the only provinces reporting fewer females.

Decreases from the volume of claims filed in December 1968 occurred mainly in the provinces east of Ontario. Newfoundland and Quebec accounted for most of the reduction. There was a lar increase in initial claims filed in Briti Columbia.

In comparison with January 1968, i creases in claims filed were reported or in the provinces west of Manitoba. T bulk of the total decrease was conce trated in the two central provinces.

A claimant's unemployment register is placed in active file at the local office as soon as the claim is ma As a result, the count of claimants at any given ti inevitably includes some whose claims are in proce "Claimants" should not be interpreted either as "tc number of beneficiaries" or "total registered clients."

Unemployment Insurance and Manpower Section
Dominion Bureau of Statistics

Summary Table

Activity	*January 1969*	*December 1968*	*January 1968*	*Cumulative data: January to January 1969*	*Cumulative data: 12 month ending January 1969*
	(in thousands)				
Insured population as at month-end	—	5,397	4,881	—	—
Initial and renewal claims filed:					
Total	267	276	296	267	1,900
Initial	210	213	228	210	1,411
Renewal	57	63	68	57	489
Claimants currently reporting to local offices	616	498	633	616*	422
Regular	493	425	515	—	—
Seasonal benefit	123	73	118	—	—
Fishing	25	15	22	—	—
Beneficiaries (weekly average)	502	236	381	502*	323
Weeks compensated	2,008	1,060	1,905	2,008	16,591
Benefit paid	$61,239	$30,800	$50,765	$61,239	$448,603
Average weekly benefit	$ 30.50	$ 29.05	$ 26.66	$ 30.50	$ 27.04

* Monthly average.

Recent Regulations

NTIL recently, women were not permitted to work after night in Quebec. But the Industrial and Commercial blishments Act was amended in December 1968 author- the Minister of Labour and Manpower to grant permits wing women 18 years of age and over to work on the l shift.

efore the Minister may grant a permit, however, he must atisfied that the nature of production, market conditions other special circumstances make night work necessary he must also consult the trade union representing the kers at the plant.

he Act specifies certain other conditions that must be met. rs of work on the third shift are limited to eight, and k cannot begin before 11 p.m. or after midnight. A meal k of at least half an hour must be allowed around the dle of the shift, as well as two 10-minute rest periods in intervals before and after the meal break. Wage rates for night shift may not be less than for other shifts. If night- workers receive premium pay, the women on the shift t receive it also. In addition, women who leave work before n. must be provided with free, safe and convenient trans- ation to their homes.

The Act gave the Lieutenant Governor in Council power to establish other conditions that have to be met before a permit may be issued. These conditions were established by an Order in Council (No. 504) published in the Quebec Official Gazette on March 15, 1969.

At least one woman supervisor, nurse or first-aid attendant must be present on the night shift to look after the health and welfare of the women workers and there must be at least two women in each workroom or workshop.

An application for a permit must be made by the head of the enterprise on a special form. The permit is to be issued for a specific period which is not to be longer than a year. It must be posted prominently at the main entrance used by employees. Failure to comply with the conditions under which the permit was issued may result in its being revoked without notice.

The change in policy in Quebec with respect to night work of women in industry is in line with the conclusions of a five-member committee (L.G., June, 1967, p. 359) that was appointed by the Quebec Department of Labour to study the problem.

rrent Reports on Labour Legislation Now Available

he first of the 1969 series of Current Reports on labour lation, prepared by the Legislation Branch of the Canada artment of Labour, is now available. These reports, issued year while the legislatures are in session, cover all labour and other bills of general labour interest introduced in ament and in each of the Provincial Legislatures. They ut the underlying purpose, scope and substance of each nd trace its progress until it either receives Royal Assent becomes law or is dropped. Near the end of each year, principal enactments of the year are reviewed in the UR GAZETTE.

e first report reviews bills dealt with in Parliament and e legislatures of New Brunswick, Ontario and Quebec e final months of 1968. Among the government bills wed is the New Brunswick Public Service Labour Relations which gives full collective bargaining rights to virtually rovincial civil servants and employees of government ies, as well as to employees of regional library boards, ol boards and hospitals. The Act, to be proclaimed in , provides for the establishment of an independent c Service Labour Relations Board, with duties and rs similar to those of labour relations boards functioning e private sector.

e Act provides for conciliation (both a conciliation r and a conciliation board) and for voluntary binding ration in the settlement of disputes arising in the negotia- of a collective agreement. If agreement is not reached binding arbitration is not chosen, the employees may , after required procedures, including a strike vote and declaration of a deadlock, have been complied with. ting during a strike is prohibited, and the employer is ermitted to replace a striking employee. The legislation establishes a system for the adjudication of grievances ployees. The New Brunswick Workmen's Compensation as amended, raising the ceiling on annual earnings from $5,000 to $5,500 for 1969 and to $6,000 thereafter, and increasing certain other benefits.

In Quebec, the Public Protector Act was enacted, making Quebec the third province to establish the office of ombudsman. The Quebec Legislature enacted a number of laws in the labour field, including an Act to amend the Industrial and Commercial Establishments Act and Bill 290, which establishes a new labour relations system for the construction industry.

The amendments to the Industrial and Commercial Establishments Act raised the minimum age for employment from 14 to 16 years; reduced the maximum hours that women and boys under 18 may work in factories and shops; and made provision for night work of women in factories, subject to certain safeguards.

Under the new Construction Industry Labour Relations Act, the construction industry will henceforth be governed by regional or provincial decrees. Negotiations for the conclusion of a single collective agreement leading to the adoption of a decree are to be carried out by representative employer and employee associations. Construction unions will no longer be certified by the Labour Relations Commission. Instead, the Act recognizes two employee associations and five employer associations as representative for bargaining purposes. Other associations may be recognized as representative by the Minister of Labour and Manpower if they represent at least 20 per cent of employers or employees in a region or in the Province.

The Labour and Manpower Department Act changed the name of the Labour Department to the Department of Labour and Manpower, and gave the Minister new powers regarding the information that he may obtain and in respect to vocational training, retraining and related matters. The Advisory Council on Labour and Manpower Act changed the name and composition of the Superior Labour Council.

Single copies of these mimeographed Current Reports are available, on request, from the Legislation Branch.

Decisions of the Umpire

A WOMAN claimant filed an initial application for unemployment insurance benefit and stated that she was last employed as a department head in a department store. She registered for work as a sales clerk. She voluntarily left her employment "to be home with my children while they are on holidays from school" during the summer months. The claimant was disqualified from receiving benefit because the insurance officer believed she was not available for work within the meaning of the Act.

Eleven months later, the claimant filed a renewal application for benefit, and again registered for work as a sales clerk. She reported employment with the same department store. She said that she had been taken out of her department and put on cash, although she was not a cashier. The employer reported that the claimant was leaving for the summer, which meant he would need time to train a replacement for her. He later added: "Last year, she requested the summer off and was granted and told she would be rehired in September. This was *not* a permanent arrangement. We do not and will not give a promise of that kind again."

The insurance officer notified the claimant that she was disqualified from receiving benefit for six weeks because she voluntarily left her employment "without just cause." She got an additional disqualification for as long as she failed to prove that she was available for work, and she had not shown that her domestic responsibilities enabled her to accept regular full-time work.

In her appeal to the board of referees, the claimant said, "Last years domestic responsibilities have nothing to do with this years unemployment . . . Reasons for quitting this job have been my poor health and nervous condition. I have been under doctors' care." A doctor's certificate was attached, which verified the claimant's statement, advising that she take part-time duties only.

When the board of referees heard the case, the claimant not attend, nor was she represented. By majority decision board members maintained the two disqualifications dismissed the appeal. The employee member on the b dissented on the grounds that she had been taken off regular employment by the company and had therefore voluntarily left her employment "without just cause." A proving her availability for work, he submitted that she available for the first two weeks of the summer, but unavailable for the remainder of the summer period.

The claimant requested leave to appeal to the umpire benefits during the two-month summer period, "during w the board unanimously found that the claimant had faile prove her availability for employment." She was gra permission to appeal to the umpire, because there w minority decision.

In his considerations and conclusions, the umpire noted the woman's employer took her off her regular job as a clerk and put her to work as a cashier, which she was appar unable to handle. The employer made this change, how because the claimant had said she was leaving at the en June and the employer wanted time to break in a new in the claimant's regular position. "Under these circumstan he said, "I do not see how the claimant can say she had cause for leaving. The six-week disqualification must there stand."

The question of the indefinite disqualification was r difficult in the umpire's view. He noted that the onus wa the claimant to prove herself available for work and in of the history of her case, he was not satisfied that she discharged this onus. The claimant's appeal was there dismissed.

Railway Arbitration

Cases 142 to 145

our disputes concerning deductions from time tickets, uction of hours for the calculation of overtime, a claim for roportion of a monthly guarantee and payment for two men/Helpers who were temporarily promoted to the tion of engineers, were heard by the Canadian Railway ce of Arbitration at hearings in Montreal on March 11,). The arbitrator dismissed two grievances and allowed other two. Summaries of the four cases Nos. 142, 143, 144 145 follow.

CASE NO. 142

n ex parte dispute between the Canadian Pacific Rail-ay Company (SD & PC Dept.) and the Brotherhood Railroad Trainmen over the right of the company to educt time from time tickets without notifying em-oyees and giving reasons for the deductions.

company deducted 19 hours and more from a chef's time t four times during three months in 1967. The Brother-d contends that the chef was not notified and given reason he deductions on the proper form used for notification of uctions; corrected time tickets were not returned to him; was he informed verbally of the deductions and the ons.

ne company contended that it did not violate the agreement that the proceedings for final disposition of the grievance not started within the time limits specified in the agree-t. This award deals only with that preliminary objection. here had been earlier discussions about the matter but rievance procedure was not formally invoked by a letter August 1968. The company replied in September and red the brotherhood that all employees are notified of stments made in time claims. The brotherhood again e to the company in October but received no reply and e again in December, requesting that a joint statement of be submitted to arbitration. The company replied to this and said that no further action could be taken.

he collective agreement states that if an appeal is to be regarding a claim not allowed, it must be presented in ng by the employee or his representative to the railway n 60 calendar days from the date he was advised the was not allowed. The company contended that pro-ngs were not instituted by the union within 60 days. The rator said that the arbitration process was not sought to voked until after the expiry of the 60-day period. The rator said that the decision of the company was binding hat he had no jurisdiction to hear the claim. He dismissed rievance.

CASE NO. 143

Dpute between the Canadian Pacific Railway Company S) & PC Dept.) and the Brotherhood of Railroad Train-n over the reduction of hours claimed by a steward for h purpose of calculating overtime.

eteward was out of service for 17 days. To calculate over-e he claimed a reduction in the hours in the averaging id from 520 to 440, a reduction of 80 hours. The company ued the hours in his averaging period by only 40 hours. e Brotherhood says that the company has violated an ic: in the collective agreement by declining the claim for eduction.

T article says that 40 hours will be deducted for each lendar week" that an employee is out of service "and not ject to wages for any reason other than regular layover." e rbitrator said that the reference to a "calendar week" is surprising and "quite plainly leads to capricious and inequitable results."

In this case, the grievor was out of service for not only one full week but also parts of two other weeks. The arbitrator concluded that what was really meant is "that the maximum straight time hours in an averaging period will be reduced by 40 (hours) for each seven-day period the employee is out of service." He therefore allowed the grievance and said that the averaging period should have been reduced from 520 to 440 hours.

CASE NO. 144

Dispute between the Canadian National Railway Company and the Brotherhood of Locomotive Engineers over a claim submitted by an engineer for his proportion of the monthly guarantee.

The engineer earned $31.89 while manning a road assignment but submitted a claim for $78.21. He said that this amount is owed to him as his proportion of the monthly guarantee. The company declined to pay.

The assignment was an "outpost" assignment set up as unassigned service. The value of the monthly guarantee for the assignment was $569.10 for the full month or $477.10 for 26 days when the assignment existed. The grievor claims 6/26 of that amount as his proportion. But the company says that the guarantee was used up before the grievor took over the assignment since another engineer had earned $600.21 in the first 20 days. The company argued that the guarantee is directed to the assignment itself and not to the men working the assignment.

In the arbitrator's view, the brotherhood is correct and where more than one engineer fills the assignment in a given month, the guarantee is distributed *pro rata* among them. The arbitrator ruled that the engineer is entitled to his proportion of the guarantee and allowed the grievance.

CASE NO. 145

Dispute between the Canadian National Railway Company and the Brotherhood of Locomotive Engineers over claims submitted by two men who were Firemen/Helpers temporarily promoted to perform service as engineers.

Both men, working on different days, were paid for their tours of duty at Firemen/Helpers' rates for the time in service in such positions and at engineer's rates while they acted as engineers. One grievor claimed 100 miles and the other claimed 104 miles. The men, said the arbitrator, are actually claiming that once they were required to work as engineers that they were then entitled to be paid for a basic day as engineers.

The grievors worked not only in two different classifications but under two different collective agreements, in the course of one continuous tour of duty. The brotherhood argued that pay should have been calculated under the provisions of each agreement separately, without regard to other payments made for the same day's work.

The arbitrator did not accept this argument saying that there are a number of provisions in the agreement that contemplate such a temporary promotion. "It is my view that the agreement contemplates the situation which occurred in this case, and permits the company to consider the total compensation received by the employees for a tour of duty." He dismissed the grievance.

Certification

Before the CLRB

The Canada Labour Relations Board met for one day during March. It granted eight applications for certification, rejected one, and ordered two representation votes. During the month, the Board received ten applications for certification, one request for the review of an earlier decision, and declared one request for review to have lapsed.

Applications for Certification Granted

1. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Chauffeurs, Teamsters and Helpers, Local 395, General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters, Warehousemen and Helpers, Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Soo-Security Motorways, Ltd., Winnipeg, Man., working in and out of the provinces of Alberta, Saskatchewan, Manitoba and Ontario (L. G., Mar., p. 175).

2. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees in the Montreal, Hamilton, Toronto, Winnipeg and Vancouver terminals of REA Express (Canada) Ltd., Mississauga, Ont. (L. G., Apr., p. 243).

3. Winnipeg Flying Club Instructors' Association on behalf of a unit of flying instructors employed by The Winnipeg Flying Club, Winnipeg, Man. (L. G., Apr., p. 243).

4. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Nanaimo Marine Services Ltd., Nanaimo, B.C. (L. G., Apr., p. 243).

5. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees working in or out of the Regina Branch of Motorways Van Lines, Ltd., carrying on business under the name and style of Security Storage Division of Motorways Van Lines Ltd., Winnipeg, Man. (L. G., May, p. 284).

6. *Syndicat National des employés de S.C.H.L.* (*CSN*) on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at its Place Benoît Apartments, Ville St. Laurent, Que. (L. G., May, p. 284).

7. *Syndicat National des employés de S.C.H.L.* (*CSN*) on behalf of a unit of maintenance men and janitors employed by the Central Mortgage and Housing Corporation at its Terrasse Villeray Apartments, Montreal, Que. (L. G., May, p. 284).

8. Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helper America, on behalf of a unit of employees working in or o the Edmonton Branch of Motorways Van Lines, Ltd., carr on business under the name and style of Security Sto Division of Motorways Van Lines Ltd., Winnipeg, M (L. G., May, p. 284).

Application for Certification Rejected

Office and Professional Employees' International U Local 265, applicant, and J. C. Malone & Company (1 Limited, Trois Rivieres, Que., respondent (L. G., April, p. The application was rejected because it was not supported majority of the employees affected in a representation conducted by the Board.

Representation Votes Ordered

1. Brotherhood of Railway, Airline and Steamship Cl Freight Handlers, Express and Station Employees, Old Co Lodge 443, applicant, Canadian National Railways, Mon Que., respondent (garage employees, Newfoundland a United Transportation Union (formerly Brotherhood of road Trainmen), intervener, International Association of chinists and Aerospace Workers, intervener, and Div No. 4, Railway Employees' Department, intervener (L March, p. 175).

The Board considered this application and the U. application cited below, and following a hearing is Reasons for Judgment finding employees at St. John's Port aux Basques, Nfld., engaged in the maintenance, r and servicing of CNR road transport vehicles, to be separ appropriate for collective bargaining, and directing that a be taken to determine whether the employees in such desire to be represented by the B.R.A.S.C., or by the U. or neither (Returning Officer: W. J. Gillies).

2. United Transportation Union (formerly Brotherhoo Railroad Trainmen), applicant, Canadian National Railw Montreal, Que., respondent (bus and garage service ployees, Newfoundland area), Brotherhood of Railway, A and Steamship Clerks, Freight Handlers, Express and St Employees, Old Colony Lodge 443, intervener, Internat Association of Machinists and Aerospace Workers, interv and Division No. 4, Railway Employees' Department, i vener (L. G., March, p. 175).

In Reasons for Judgment (see also the case above), the B found to be appropriate a unit of employees consisting o drivers employed in the CNR road cruiser highway bus se

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

the Newfoundland area. The Board ordered that the name the United Transportation Union should appear on the llot (Returning Officer: W. J. Gillies).

plications for Certification Received

1. Brotherhood Railway Carmen of the United States and nada on behalf of a unit of garage personnel employed in e Newfoundland area by Canadian National Railways vestigating Officer: W. J. Gillies).

2. Vancouver Harbour Employees' Association on behalf of unit of office employees of Empire Shipping Company mited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

3. International Brotherhood of Boilermakers, Iron Ship ilders, Blacksmiths, Forgers and Helpers, Lodge 359, on alf of a unit of employees of The Ralph M. Parsons Conuction Co. of Canada Ltd., Whitehorse, Y. T. (Investigating icer: D. H. Cameron).

4. Berjian Enterprises Employees Union on behalf of a unit employees of Berjian Enterprises Ltd., Regina, Sask. vestigating Officer: A. E. Koppel).

5. Professional Transport Workers' Union of Canada on alf of a unit of truck drivers and transport operators ployed by Willms Transport (1964) Ltd., Moose Jaw, Sask. vestigating Officer: A. E. Koppel).

6. International Union of Operating Engineers, Local 115, behalf of a unit of employees of Okanagan Helicopters Ltd., hmond, B.C. (Investigating Officer: D. H. Cameron).

7. International Union of Operating Engineers, Local 115, behalf of a unit of employees of Canadian Helicopter rhauls Ltd., Richmond, B.C. (Investigating Officer: D. H. neron).

8. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail drivers employed by W. D. Calderone, Scarborough, Ont. (Investigating Officer: K. Hulse).

9. Labourers' International Union of North America, Local 183, on behalf of a unit of employees employed at Espanola, Ont., by Agnew Lake Mines Limited, Toronto Ont. (Investigating Officer: K. Hulse).

10. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Borisko Brothers Limited, Scarborough, Ont. (Investigating Officer: H. A. Fisher).

Request for Review Received

The Board received a joint request under Section 61 (2) of the Act from the International Association of Machinists and Aerospace Workers and the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., seeking amendment of an order of the Board made December 18, 1961, that certified the union as bargaining agent of a unit of employees in the company's Catering Department (L. G. 1962, p. 155). The parties request that the certificate be amended to include certain employees classified as chef.

Request for Review Lapsed

Request by Anvil Mining Corporation Limited, Whitehorse, Y.T., for review of an order of the Board dated May 14, 1968, that certified the United Steelworkers of America, Local Union No. 1051, as bargaining agent of a unit of workers employed in the Faro Camp, Rose Creek, Vangorda Area of the Yukon Territory (L. G., Sept. 1968, p. 544).

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hemployment Insurance Fund — January

surance registration statistics relating employers and employees who have e contributions to the Unemployment rance Fund are no longer available the Unemployment Insurance Comion.

nefit control statistics show that, ng January, 34,590 investigations were ized across Canada. Of these, 31,213 on-premises investigations, and 274 selective investigations of claims to y the fulfilment of statutory condi-. The remaining 1,344 formal in-gations and 1,759 postaudit investiga- were in connection with claimants ected of making false statements to n benefits.

Punitive disqualifications as a result of iants making false statements or misentations numbered 1,532. Persecu- were commenced in 185 cases, one st an employer and 184 against ants. These do not include employer cutions commenced by the Revenue ch, and do not necessarily relate to e investigations conducted during this iod.

Revenue received by the Unemployment Insurance Fund in January totalled $52,977,474.66 compared with $55,652,120.58 in December and $37,436,649.13 in January 1968.

Benefits paid in January totalled $61,239,268.08 compared with $30,800,219.41 in December and $50,764,705.33 in January 1968.

The balance in the Fund on January 31 was $417,873,126.52 compared with $426,134,919.94 on December 31 and $356,313,090.13 on January 31, 1968.

February

Benefit control statistics for February 1969 show that 45,034 investigations were finalized across Canada. Of these, 41,769 were on-premises investigations and 707 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 760 formal investigations and 1,798 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,275. Prosecutions were commenced in 113 cases, two against employers and 111 against claimants. This does not include employer prosecutions commenced by the Revenue Branch, and these statistics do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in February totalled $49,850,946.12 compared with $52,977,474.66 in January and $31,775,305.25 in February 1968.

Benefits paid in February totalled $67,393,893.92 compared with $61,239,268.08 in January and $59,548,128.21 in February 1968.

The balance in the Fund on February 28 was $400,330,178.72 compared with $417,873,126.52 on January 31 and $328,540,267.17 on February 29, 1968.

Conciliation

Before the Minister of Labour

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. *Aeronaves de Mexico, S.A.*, Montreal and Toronto, and the International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).

2. Robin Hood Flour Mills Limited, Saskatoon, Sask., and Local 342, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel).

3. Veteran Transfer Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

4. C. J. C. H. Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).

5. The Toronto Harbour Commissioners, and Local 186, Canadian Union of Public Employees (Conciliation Officer: T. B. McRae).

6. Millar and Brown Limited, Cranbrook, B.C., and the Office and Technical Employees Union, Local 15 (Conciliation Officer: D. H. Cameron).

7. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe).

8. Nordair Limited, Montreal International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: S. T. Payne).

9. National Harbours Board, Quebec Harbour, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).

10. Coast Ferries Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

11. Central Alberta Dairy Pool, Transport Division, Red Deer, Alta., and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987 (Conciliation Officer: D. H. Cameron).

Settlements by Conciliation Officers

1. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (representing 11 trucking companies in Quebec) Transport Drivers, Warehousemen and Helpers' Union, Lo 106 (Conciliation Officer: C. E. Poirier) (L. G., May, p. 28

2. Tank Truck Transport Limited, Rexdale, Ont., General Truck Drivers' Union, Local 938, Toronto; Tea sters, Chauffeurs, Warehousemen and Helpers, Local Kingston; Teamsters, Chauffeurs, Warehousemen and Help Local 880, Windsor; and Transport Drivers, Warehousem and Helpers' Union, Local 106, Montreal (Conciliat Officer: T. B. McRae) (L. G., May, p. 283).

3. The Bell Telephone Company of Canada, and Office and Professional Employees International Union, Lo 131 (Directory Advertising Sales Employees, Western Regi Toronto, Ont.) (Conciliation Officer: H. A. Fisher) (L. May, p. 283).

4. St. Hyacinthe Express Inc., St. Hyacinthe, Que., Transport Drivers, Warehousemen and Helpers' Union, Lo 106 (Conciliation Officer: S. T. Payne) (L. G., May, p. 28

5. Western Cartage & Storage (1962) Ltd., Edmont Alta., and Truckers, Cartagemen, Construction & Build Material Employees, Local 362 (Conciliation Officer: D. Cameron) (L. G., May, p. 283).

6. Eastern Transport Limited, Truro, N.S., and Local 5 Canadian Brotherhood of Railway, Transport and Gen Workers (Conciliation Officer: D. T. Cochrane) (L. G., M p. 283).

7. Merrifield Transport Co. Ltd., Windsor, Ont., Teamsters, Chauffeurs, Warehousemen and Helpers, Lo 880 (Conciliation Officer: K. Hulse) (L. G., May, p. 283)

8. Denison Mines Limited, Elliot Lake, Ont., and Uni Steelworkers of America (Office and Technical Unit) (C ciliation Officer: K. Hulse) (L. G., April, p. 244).

9. Canadian Freightways Limited, Calgary, Alta., and Angeles—Seattle Motor Express Incorporated, Burn B.C., and Office and Technical Employees' Union, Loca (Conciliation Officer: D. H. Cameron) (L. G., April, p. 24

10. Canadian Pacific Air Lines, Limited, Vancouver In national Airport, and Canadian Air Line Pilots' Associa (Conciliation Officer: D. S. Tysoe) (L. G., Feb., p. 105).

11. Denison Mines Limited, Elliot Lake, Ont., and L 796, International Union of Operating Engineers (Conciliat Officer: K. Hulse) (L. G., Feb., p. 105).

This section covers proceedings under the Industrial and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

2. Canadian Broadcasting Corporation, and Building vice Employees International Union, Locals 204, 183, 383 323-A (Conciliation Officer: J. S. Gunn) (L. G., Oct. 8, p. 596).

3. MacCosham Van Lines (Calgary) Ltd., and the Truck- Cartagemen, Construction and Building Material Em- vees, Local 362 (Conciliation Officer: D. H. Cameron) G., April, p. 244).

ciliation Boards Appointed

H. W. Bacon Limited, Toronto, Ont., and Warehouse- and Miscellaneous Drivers, Local 419 (L. G., May, 83).

British Columbia Telephone Company, Vancouver, and eration of Telephone Workers of British Columbia (Plant ision) (L. G., April, p. 244).

British Columbia Telephone Company, Vancouver, and eration of Telephone Workers of British Columbia ffic Division) (L. G., April, p. 244).

British Columbia Telephone Company, Vancouver, and eration of Telephone Workers of British Columbia (Cleri- Division) (L. G., April, p. 244).

Quebec North Shore and Labrador Railway Company, t-Iles, Que., and Local 96, Brotherhood of Maintenance Way Employees (L. G., March, p. 176).

ciliation Boards fully Constituted

The Board of Conciliation and Investigation established February to deal with a dispute between Smeed's Moving Storage Limited, Regina, Sask., and Local 395, Inter- onal Brotherhood of Teamsters, Chauffeurs, Warehouse- and Helpers of America (L. G., May, p. 283) was fully stituted in March with the appointment of Dallas W. rthe, Regina, as Chairman. Mr. Smythe was appointed by Minister on the joint recommendation of the other two mbers of the Board, company nominee J. W. Hamilton, union nominee K. W. Busch, both of Regina.

The Board of Conciliation and Investigation established February to deal with a dispute between Quebec North re and Labrador Railway Company, Sept-Iles, Que., and ge 767, International Association of Machinists and Aero- ce Workers (employees of the mechanical, clerical and ring departments, and licensed and unlicensed personnel he M.V. *Inland*) (L. G., May, p. 283) was fully constituted March with the appointment of Judge Harold Lande, ntreal, as chairman. Judge Lande was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Paul F. Renault, Q.C., and union nominee Marc Lapointe, Q.C., both of Montreal.

Board Report Received

Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (L. G., March, p. 176).*

Conciliation Boards not Appointed

1. Western Cartage & Storage (1962) Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (See above).

2. Air Canada, Montreal, and District Lodge 148, International Association of Machinists and Aerospace Workers (L. G., May, p. 283).

3. North Shipping and Transportation Limited, Quebec, Que., and Seafarers' International Union of Canada (L. G., April, p. 244).

Settlements after Board Procedure

1. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (see above) (Mediation provided by Honourable Bryce Mackasey, C. E. Poirier, and J. S. Gunn).

2. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L. G., April, p. 244) (A. E. Koppel assisted the parties in the final settlement of this dispute).

Settlements by Mediation

1. Canadian National Railways, and the United Transportation Union (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

2. Canadian Pacific Railway Company, and the United Transportation Union (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

Strike Terminated

Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L. G., April, p. 244) (Strike began March 10 and terminated March 22) (A. E. Koppel assisted the parties in the final settlement of this dispute).

*Full text appear in Supplement No. 2, 1969

Scope and Administration of Industrial Relations and Disputes Investigation Act

nciliation services under the Industrial Relations Disputes Investigation Act are provided by the ster of Labour through the Conciliation and Ar- ion Branch. The Employee Representation Branch as the administrative arm of the Canada Labour ions Board in matters under the Act involving the d.

Industrial Relations and Disputes Investigation ame into force on September 1, 1948. It revoked Vartime Labour Relations Regulations, P.C. 1003, n became effective in March, 1944, and repealed ndustrial Disputes Investigation Act, which had in force from 1907 until superseded by the War- Regulations in 1944. Decisions, orders and certif- given under the Wartime Regulations by the ster of Labour and the Wartime Labour Relations d are continued in force and effect by the Act. Act applies to industries within federal jurisdic- i.e., navigation, shipping, interprovincial railways, s, telegraphs, interprovincial and international ship lines and ferries, aerodromes and air trans- tion, radio broadcasting stations, and works de- d by Parliament to be for the general advantage nada or two or more of its provinces. Addition- the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Publications

In the Library

List No. 243

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Commissions of Inquiry

1. Canada. Parliament. Senate. Special Committee on Science Policy. *Proceedings. Phase 1.* Second session of the Twenty-seventh Parliament, 1967-1968. [Ottawa, Queen's Printer, 1968]. 328p.

Hon. Maurice Lamontagne, chairman.

The Senate Special Committee on Science Policy was appointed "to consider and report upon the scientific policy of the Federal Government with the object of appraising its priorities, its budget and its efficiency . . . [and] to inquire into and report upon the following: (a) recent trends in research and development expenditures in Canada as compared with those in other industrialized countries: (b) research and development actitities carried out by the Federal Government in the fields of physical, life and human sciences; (c) federal assistance to research and development activities carried out by individuals, universities, industry and other groups in the three scientific fields mentioned above; and (d) the broad principles, the long-term financial requirements and the structural organization of a dynamic and efficient scientific policy for Canada."

2. Canada. Royal Commission on Bilingualism and Bic turalism. *Report. Book II: Education.* Ottawa, Queen's Print 1968. 350p.

3. U.S. President's Commission on Postal Organizati *Towards postal excellence; the report of the President's Comm sion on Postal Organization.* Washington [GPO] 1968. 21

This Commission was set up to examine postal operati and to make recommendations for improving them. One of major recommendations is the establishment of a governme owned corporation to operate the postal service.

Conferences

4. Industrial Relations Research Association. *Proceeding the 1968 annual Spring meeting, Columbus, Ohio, May 2-3, 19* Edited by Gerald G. Somers. [Chicago, Commerce Clear House, inc., 1968]. 451-531p.

The papers fall under three major topics: (1) employm problems of the disadvantaged, including the role of priv management, job search, training, job placement, and incenti for welfare recipients; (2) industrial relations aspects academic administration; and (3) co-ordinated bargaini with the viewpoints of a union spokesman, a managem representative, and an academic economist.

5. Quebec (City). Université Laval. Département des relati industrielles. *Le syndicalisme Canadien; une réévaluation* [p

érard Dion [et al.]. Québec, Les Presses de l'Université Laval, 68. 293p.

Le rapport du 23e Congrès des relations industrielles de Université Laval tenu à Québec les 22 et 23 avril 1968. Contenu: Les objectifs syndicaux traditionnels et la société ouvelle, par Jean-Réal Cardin. Les structures syndicales et bjectifs syndicaux, par Stuart Jamieson. La démocratie ndicale, par Gérard Dion. Les rivalités syndicales: force ou iblesse, par Evelyne Dumas. Le syndicalisme et les travailleurs on-syndiqués, par Léo Roback. L'extension de la formule ndicale à des secteurs non-traditionnels, par Shirley B. oldenberg. Le syndicalisme et la participation aux décisions onomiques, par Bernard Solasse. Les syndicats et l'action olitique, par Vincent Lemieux. Le syndicalisme, la société ouvelle et la pauvreté, par L'honorable Maurice Lamontagne. nnexe I. Le syndicalisme au Canada, par Gérard Dion. nnexe II. La concurrence syndicale dans le Québec.

conomic Conditions

6. Caves, Richard Earl. *Britain's economic prospects* [by] ichard E. Caves and associates. Washington, Brookings stitution [1968]. xvi, 510p.

Contents: Fiscal policy, by Richard A. and Peggy B. Musgrave. onetary policy, by John H. Kareken. Incomes policy, by David Smith. The balance of payments, by Richard N. Cooper. itish trade performance, by Lawrence B. Karuse. Economic owth, by Edward F. Denison. Market organization, perform-ce, and public policy, by Richard E. Caves. Collective rgaining and industrial efficiency, by Lloyd Ulman. Alter-tives for public expenditure, by William G. Shepherd. Science d technology, by Merton J. Peck. Policy priorities: an ilogue.

7. Denton, Geoffrey. *Economic planning and policies in Britain, ance and Germany* [by] Geoffrey Denton, Murray Forsyth nd] Malcolm MacLennan. London, George Allen & Unwin 968]. 424p.

Contents: Introduction: planning and the market. Germany: e competitive order. France: a national program. The United ingdom. The contribution of indicative programmes. Mone-ry and credit policy. Fiscal policy. Public expenditure. Prices, comes and the labour market. Regional policies and planning. he balance of payments. Planning in the European Economic ommunity. Conclusions.

nployment Management

8. Great Britain. National Board for Prices and Incomes. *b evaluation; supplement* [*to Board's Report No. 83*]. London, MSO, 1968. 65p.

As well as describing job evaluation schemes in Britain and Sweden, Germany, and the U.S.A., this report contains ase studies pertaining to British companies.

9. Great Britain. National Board for Prices and Incomes. *yment by results systems; supplement* [*to Board's Report no.*]. London, HMSO, 1968. [112]p.

Contains 17 papers of which 12 are case studies.

dustrial Relations

10. Eldridge, John E. T. *Industrial disputes: essays in the ciology of industrial relations*. London, Routledge & K. Paul; w York, Humanities Press, 1968. x, 277p.

This book deals with "the causes of strikes, demarcation . jurisdictional] disputes, the handling of redundancy estions, the effects of technological change on management-rker relations, the role of plant bargaining and the effective-s of established procedures in regulating industrial relations specified contests."

11. Great Britain. Royal Commission on Trade Unions and Employers' Associations. *Two studies in industrial relations: 1. The position of women in industry, by Nancy Seear. 2. Changing wage payment systems*, by Robert B. McKersie. London, HMSO, 1968. 66p.

Miss Seear tells in her paper why women workers in British industry do not enjoy the same job opportunities as men. Professor McKersie in his paper surveys the main advantages and disadvantages of five different methods of payment and discusses the optimum characteristics of a wage payment system.

12. Sloane, Arthur A. *Labor relations* [by] Arthur A. Sloane [and] Fred Witney. Englewood Cliffs, N.J., Prentice-Hall [1967]. xi, 450p.

Contents: Organized labor and the management community: an overview. The historical framework. The legal framework. Union behavior: structure, government and operation. At the bargaining table. Administration of the agreement. Wage issues when under collective bargaining. Economic supplements under collective bargaining. Institutional issues under collective bargaining. Administrative issues under collective bargaining.

Labour Laws and Legislation

13. Szászy, István. *International labour law; a comparative survey of the conflict rules affecting labour legislation and regulations*. Edited by Louis A. De Pinna. Leyden, A. W. Sijthoff, 1968. 465p.

The author, a distinguished Hungarian jurist, presents a detailed survey of international literature, legislation and legal practice relating to labour legislation. The book contains informative material on practices in Communist countries in Europe.

14. Verge, Pierre. *Droit du travail*. [Québec] Faculté de Droit, Université Laval, 1968. 1 v. (various pagings).

L'objet de ces quatorze leçons "est de présenter, dans leur ensemble, sommairement, les grands thèmes du droit du travail en vigueur au Québec."

Labour Organization

15. Robin, Martin. *Radical politics and Canadian labour, 1880-1930*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. xi, 321p.

"The object of this study is to examine the origins, structure and ideology of radical politics and its relationship to organized labour in English-speaking Canada during the period 1880 to 1930."

16. Sayles, Leonard Robert. *The local union* [by] Leonard R. Sayles [and] George Strauss. Rev. ed. New York, Harcourt, Brace & World [1967]. ix, 174p.

Contents: An overview of the local. The grievance procedure in action. Conflicting interest groups. Group pressures upon union officers. Reaction of pressures and evaluation of grievances. The steward: man in the middle. The local-wide leader. The selection of union officers. Conflict and unity on the executive board. The local meeting: its functions and problems. Patterns of participation. Women and minority groups. The rank and file view their Union. Are unions democratic?

Labour Supply

17. Crossley, Vanessa. *Projection of the occupational composition of the Ontario labour force, 1971 by college of applied arts and technology areas*, by Vanessa Crossley and Ozay Mehmet. [Toronto] Research Branch, Ontario Dept. of Labour, 1968. 28, [16] p.

"The purpose of this study is to project the occupational composition of the labour force in 1971 for each area served

by one of Ontario's Colleges of Applied Arts and Technology."

18. Ontario. Department of Treasury and Economics. Economic Planning Branch. *Ontario labour force projections, 1968-1991.* [Toronto] 1968. 59p.

This is an up-to-date edition of *Population and labour force projections for the economic regions of Ontario, 1961-1986*, published in 1964 by the Economics Branch of the Ontario Department of Economics and Development.

Contents: Introduction. Methodology. Projected participation rates. Short-term projections, 1968-1971. Long-term projections, 1971-1991. Appendix A, High and low labour force projections. Appendix B, Ontario population projections.

Management

19. National Industrial Conference Board. *Managing by — and with — objectives*, by Walter S. Wikstrom. New York, 1968. 77p.

"The report discusses the procedures used to determine objectives, the degree to which objectives are quantified, and the mechanisms used to ensure that the objectives of one manager do not conflict with those of others. It examines the use of objectives in controlling business operations and in appraising managerial performances." Five case studies of companies that use managing by objectives are included: Honeywell Incorporated, General Mills, Incorporated, St. Regis Paper Company, 3M Company, and Kimberley-Clark Corporation.

20. Whitman, Edmund S. *Plant relocation; a case history of a move*, by Edmund S. Whitman [and] W. James Schmidt. New York, American Management Association [1966]. 158p.

The General Foods Corporation, Jell-O Division, moved into a new food processing plant in Dover, Delaware which began operations in January 1964. The new plant replaced four older factories. General Foods Corporation wanted to have a record of the plant relocation indicating "the reasons for the move, the planning involved, how the actual move was made, a summary of lessons that were learned, and general guidelines that might prove useful in similar circumstances." This book tells about the move.

Prairie Provinces

21. Prairie Provinces Cost Study Commission. *Report.* [Regina, Queen's Printer] 1968. xxxi, 463p.

The Commission was appointed by the Governments of the Provinces of Alberta, Saskatchewan and Manitoba in December 1966 "to inquire into and report into causes of price increases and their effects on standards of living as well as specific complaints of major increases and factors contributing thereto, in the Provinces of Alberta, Manitoba and Saskatchewan, in accordance with the terms of reference as set forth in the Commission."

22. Stabler, Jack C. *Prairie regional development and prospects.* [Saskatoon, Prairie Provinces Cost Study Commission ? 1968 ?]. 110p.

Public Employees

23. Canada. Public Service Staff Relations Board. *First Annual report. Premier Rapport annuel. 1967/68.* Ottawa, Queen's Printer; Imprimeur de la Reine, 1968.

English and French on opposite pages.

24. Heisel, W. D. *Questions & answers on public employee negotiation* [by] W. D. Heisel [and] J. D. Hallihan. Chicago, Public Personnel Association [1967]. 214p.

"This book provides a practical guide to those who must meet, confer, negotiate, and bargain with organized employees." Contents: Introduction. Establishing the labor-management relationship. Subject matter of negotiation Procedures for negotiation. Impasse procedures. Writing th agreement. Day-to-day union-management relationships. Leg aspects of labor-management relations. The future.

White-Collar Employees

25. Canada Labour Views Company limited. *The offi employee; a national study of work practices and labour la* [1st ed. Toronto, 1968]. 272p.

"This book is concerned with working conditions applicab to office workers as negotiated and set forth in collecti agreements; with the decisions of boards of arbitration ar the interpretation the arbitrators have given to the vario sections and the jurisprudence which has developed."

Contents: Current organization. The managerial functio The confidential capacity. The appropriate unit. Salary a ministration. Hours of work. Overtime. Vacations with pa Statutory holidays. Union security. Maternity leave. Sic leave. Table of collective agreements.

26. Foltman, Felician Francis. *White- and blue-collars in mill shutdown; a case study in relative redundancy.* Ithaca, Ne York State School of Industrial and Labor Relations, Corn University, 1968. 132p.

The Wickwire Spencer Division of the Colorado Fuel a Iron Corporation, whose principal output was steel-wi products, closed down its plant near Buffalo, New York, June 1963. Information for this study was collected from 4 respondents. This study is concerned with, among other thing differences between white-collar and blue-collar workers adjusting to the plant shutdown, and the difficulties each gro experienced in finding new jobs.

Women

27. Australia. Women's Bureau. *Married women in industr three surveys.* [Melbourne ?] 1968. 27p.

Contents: Conditions of employment of married women industry [by] Margaret J. Harris. A note on working wiv [by] Helen Gepp. Employment of married women in fo Australian undertakings [by] Ann D. Mountain.

28. Bird, Caroline. *Born female; the high cost of keepi women down*, by Caroline Bird with Sara Welles Briller. N York, D. McKay Co. [1968]. xiii, 288p.

"This is a frankly feminist book. It counts the social, mor and personal costs of keeping women down on the job a finds them high. . ."

Miscellaneous

29. Hildebrand, George Herbert. *Poverty, income ma tenance, and the negative income tax.* Ithaca, N.Y., New Yo State School of Industrial and Labor Relations, Corn University, 1967.

"Negative income tax" implies subsidies paid to po families through the medium of the federal personal inco tax in order to raise their low incomes so as to reduce or cl the poverty income gap. The author reviews nine major for of the negative income tax. Included is a summary comparis of plans, by major characteristics.

30. Toronto. University. Commerce Club. *The Comme journal, 1968.* [Toronto, 1968]. 76p.

Partial contents: Management development — potential then what ? By J. R. Thamer. The Company of Young Car dians, by C. A. Ashley. The case for a National Securit Commission [by] J. A. Langford and D. L. Johnston. Ma agerial dynamics of organization of the retail sales cha (problems and concepts), by R. F. Chisholm. Canada in t Kennedy Round, by the Hon. R. H. Winters. Executive su 1970: will accountants belong ? By W. S. Devlin.

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE* (week ended March 22)		7,919	+ 0.1	+ 4.1
Employed		7,471	+ 0.4	+ 4.9
Agriculture		466	+ 2.6	+ 0.9
Non-agriculture		7,005	+ 0.3	+ 5.2
Paid workers		6,487	+ 0.7	+ 5.8
At work 35 hours or more		6,003	0.0	+ 5.4
At work less than 35 hours		1,123	− 2.9	+ 5.7
Employed but not at work		345	+22.8	− 5.5
Unemployed		448	− 5.3	− 8.2
Atlantic		67	+ 1.5	+ 3.1
Quebec		190	+ 2.2	+ 0.5
Ontario		99	−14.7	−25.6
Prairie		48	− 7.7	− 4.0
British Columbia		44	−17.0	−13.7
Without work and seeking work		409	− 5.5	− 7.3
On temporary layoff up to 30 days		39	− 2.5	−17.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	February	121.1	+ 0.1	+ 3.4
Manufacturing employment (1961 = 100)	February	122.3	+ 0.6	+ 3.9
IMMIGRATION	Year 1968	183,974	—	−17.5
Destined to the labour force	Year 1968	95,446	—	−20.2
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	80	+29.0	− 3.6
No. of workers involved	March	21,806	+41.0	−47.2
Duration in man days	March	164,250	+19.8	−75.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	February	$115.37	+ 1.2	+ 7.6
Average hourly earnings (mfg.)	February	$ 2.72	+ 0.7	+ 9.2
Average hours worked per week (mfg.)	February	40.1	+ 0.3	− 0.7
Average weekly wages (mfg.)	February	$108.81	+ 0.7	+ 8.2
Consumer price index (1961 = 100)	March	123.2	+ 0.5	+ 3.9
Index numbers of weekly wages in 1961 dollars (1961 = 100)	December	112.5	− 5.8	+ 2.2
Total labour income (thousands of dollars)†	December	3,022	− 2.4	+11.6
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	February	166.0‡	+ 0.7‡	+ 9.1
Manufacturing	February	165.4‡	+ 1.3‡	+ 9.7
Durables	February	184.1‡	+ 0.8‡	+13.0
Non-durables	February	150.1‡	+ 1.8‡	+ 6.6
NEW RESIDENTIAL CONSTRUCTION**				
Starts	February	10,974	− 2.9	+66.5
Completions	February	10,439	+ 8.5	+ 7.8
Under construction	February	109,283	+ 0.8	+38.9

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.
†Preliminary.
‡Seasonally adjusted.
**Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended March 22, 1969

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,919	622	2,231	2,955	1,309	802
Men	5,400	431	1,535	1,992	892	550
Women	2,519	191	696	963	417	252
14-19 years	727	62	201	239	146	79
20-24 years	1,189	118	382	392	188	109
25-44 years	3,411	236	993	1,314	522	346
45-64 years	2,379	190	607	921	413	248
65 years and over	213	16	48	89	40	20
EMPLOYED	7,471	555	2,041	2,856	1,261	758
Men	5,038	373	1,378	1,917	854	516
Women	2,433	182	663	939	407	242
Agriculture	466	21	92	122	209	22
Non-agriculture	7,005	534	1,949	2,734	1,052	736
Paid workers	6,487	492	1,787	2,559	972	677
Men	4,245	325	1,185	1,674	608	453
Women	2,242	167	602	885	364	224
UNEMPLOYED	448	67	190	99	48	44
Men	362	58	157	75	38	34
Women	86	*	33	24	10	10
PERSONS NOT IN LABOUR FORCE	6,609	731	1,942	2,230	1,049	657
Men	1,801	239	524	566	297	175
Women	4,808	492	1,418	1,664	752	482

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

BLE A-2—Age, Sex and Marital Status, Week Ended March 22, 1969

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
PULATION 14 YEARS OF AGE AND OVER*	14,528	2,408	4,129	1,140	4,218	1,107	1,526
BOUR FORCE	7,919	727	3,924	911	1,368	776	213
Employed	7,471	639	3,739	806	1,330	757	200
Unemployed	448	88	185	105	38	19	13
T IN LABOUR FORCE	6,609	1,681	205	229	2,850	331	1,313
RTICIPATION RATE†							
1969—March 22	54.5	30.2	95.0	79.9	32.4	70.1	14.0
February 15	54.6	29.7	95.2	79.6	33.1	69.7	13.9
EMPLOYMENT RATE‡							
1969—March 22	5.7	12.1	4.7	11.5	2.8	2.4	6.1
February 15	6.0	12.1	5.1	11.6	3.3	2.7	6.6

cludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
e labour force as a percentage of the population 14 years of age and over.
e unemployed as a percentage of the labour force.
RCE: Labour Force Survey, DBS.

BLE A-3—Unemployed, Week Ended March 22, 1969

	March 1969	February 1969	March 1968
	(in thousands)		
CAL UNEMPLOYED	448	473	488
On temporary layoff up to 30 days	39	40	47
Without work and seeking work	409	433	441
Seeking			
Full-time work	387	408	423
Part-time work	22	25	18
Under 1 month	87	88	90
1-3 months	152	195	189
4-6 months	107	90	114
More than 6 months	63	60	48

CE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals: Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—January	70.8	722.2	243.3	29.3	181.2	49.9	386.9	886.1	134.9	2,718.1
February	71.3	715.5	236.1	30.9	180.1	50.6	386.7	898.3	142.8	2,726.0
March	72.2	721.2	236.8	29.0	184.9	51.4	391.3	911.1	146.5	2,758.7
April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December*	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January†	75.9	787.4	268.9	24.5	184.5	54.1	438.9	1,011.2	146.2	3,005.7
	Seasonally Adjusted									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—January	70.8	739.4	242.2	33.7	209.4	50.7	394.9	897.3	142.5	2,802.9
February	71.0	728.1	242.9	33.9	212.0	51.7	397.3	905.4	143.1	2,807.9
March	71.7	730.5	247.4	35.0	213.1	52.9	399.9	918.8	143.7	2,835.6
April	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May	72.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December*	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January†	76.1	804.3	268.4	28.3	212.0	53.6	447.6	1,026.0	159.5	3,099.0

* Revised. † Preliminary.

‡ Includes post office wages and salaries. ** Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers ving 20 or more employees in any month of the year; at cember 1968, employers in the principal non-agricultural ustries reported a total employment of 3,622,409. Table 3 gives estimates of total employment, by industry divisions, the provinces and Canada, derived from the survey of ablishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

BLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
rage						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
—December	120.5	131.1	102.49	119.8	132.1	107.83
—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May	122.7	139.8	109.39	122.0	140.2	114.35
June	124.6	140.5	109.92	123.3	140.1	114.23
July	124.0	140.5	109.93	121.8	138.8	113.20
August	126.9	141.8	110.92	125.3	140.4	114.48
September	126.7	143.8	112.48	125.7	143.6	117.08
October	126.0	144.3	112.90	124.5	144.8	118.08
November*	125.7	144.9	113.37	124.0	145.6	118.70
December†	122.7	140.8	110.15	121.6	141.1	115.04

sed. †Preliminary.

udes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insce and real estate; service (mainly hotels, laundries, dry cleaning plants, business and recreational service).

CE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	December 1968	November 1968	December 1967	December 1968	November 1968	December 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	114.5	119.1	160.1	90.53	92.18	84.62
Newfoundland	113.4	121.6	115.6	97.71	100.56	91.44
Prince Edward Island	137.2	149.7	126.2	73.86	71.61	68.81
Nova Scotia	114.2	116.5	111.9	87.28	90.09	81.33
New Brunswick	113.7	117.8	114.3	91.65	91.46	85.68
Quebec	116.1	120.1	115.8	108.17	111.46	101.02
Ontario	127.9	130.4	124.7	113.61	117.18	105.74
Prairie Region	120.9	123.6	118.6	105.01	106.94	96.52
Manitoba	113.5	117.4	112.0	100.89	103.71	91.93
Saskatchewan	117.0	120.6	118.0	103.40	104.32	96.35
Alberta	128.9	130.1	124.4	108.68	110.42	100.10
British Columbia	128.6	130.8	124.2	120.06	124.63	112.26
CANADA	122.7	125.7	120.5	110.15	113.37	102.49
URBAN AREAS						
St. John's	136.4	142.1	141.1	84.80	88.90	78.78
Halifax	121.6	120.8	118.1	89.34	93.13	83.49
Sydney	99.0	99.8	102.9	95.95	97.47	91.14
Moncton	118.3	131.4	120.0	88.07	85.39	79.95
Saint John	117.3	110.3	110.9	88.39	91.36	85.98
Chicoutimi	108.8	111.1	102.7	123.28	126.72	119.38
Montreal	119.5	122.8	119.5	109.57	113.17	101.68
Quebec	116.1	118.4	112.4	94.40	95.75	87.07
Shawinigan	98.1	99.3	95.0	111.58	112.95	102.52
Sherbrooke	111.3	118.3	117.1	91.62	94.63	85.05
Trois-Rivières	109.6	112.2	110.4	102.86	107.00	92.80
Ottawa-Hull	132.2	134.4	126.0	102.66	104.64	94.67
Belleville	122.9	125.6	115.8	94.67	97.51	87.91
Brampton	273.1	274.2	257.7	112.79	116.13	103.79
Brantford	124.6	124.6	129.2	104.60	106.47	98.05
Fort William-Port Arthur	122.9	123.9	121.0	108.33	113.12	99.07
Guelph	135.1	137.6	135.4	101.46	107.37	93.41
Hamilton	121.4	120.6	118.6	116.18	118.29	109.19
Kingston	123.2	123.8	119.9	115.52	110.49	105.26
Kitchener	148.9	151.5	141.2	99.82	105.00	92.06
London	122.4	126.0	121.5	105.63	109.01	96.15
Niagara Falls	100.1	108.1	102.7	112.09	109.88	103.69
Oshawa	145.7	146.0	140.8	131.37	143.83	121.81
Peterborough	136.2	137.9	134.6	116.38	117.64	110.32
Sarnia	138.3	142.1	129.3	147.41	153.86	131.56
Sault Ste. Marie	122.2	122.3	116.0	127.04	127.57	119.34
Sudbury	119.4	120.9	109.4	137.14	138.28	127.97
St. Catharines	142.8	146.5	141.4	127.17	131.11	117.79
Timmins	70.8	71.6	80.0	99.57	101.86	95.48
Toronto	129.9	133.1	126.1	114.10	117.81	105.87
Welland	109.1	110.6	108.7	122.11	131.53	113.87
Windsor	155.4	157.2	153.8	125.33	135.73	122.68
Winnipeg	116.4	119.8	115.7	94.51	96.32	86.57
Regina	123.1	124.7	120.3	98.78	98.84	91.71
Saskatoon	145.0	150.5	141.5	97.74	100.66	91.15
Calgary	139.0	139.2	134.9	106.38	107.33	97.88
Edmonton	137.4	139.5	130.4	102.88	105.28	94.24
Vancouver	132.3	133.3	126.5	116.97	120.42	109.21
Victoria	123.7	123.3	126.4	103.78	105.08	97.01

*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

BLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non-durables	Manufacturing Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector†	Community, Business and Personal Services: Commercial Sector‡	Public Administration**	Total Specified Industries
						(in thousands)						
NADA												
Dec. 1968*	53.2	118.1	837.6	793.2	309.8	637.0	1,053.0	287.5	939.0	615.2	270.5	5,914.7
Nov. 1968*	66.1	120.3	864.8	805.9	382.3	651.0	1,040.8	288.2	933.2	626.7	279.7	6,059.0
Dec. 1967	64.1	116.1	799.6	775.3	308.2	632.5	979.4	264.2	867.4	559.9	263.0	5,629.8
VFOUNDLAND												
Dec. 1968*	1.4	5.7	8.7	1.5	6.2	14.4	17.5	2.0	17.9	7.5	6.6	89.5
Nov. 1968*	2.5	5.6	9.2	1.9	9.2	14.4	17.3	2.0	18.1	7.6	6.9	94.6
Dec. 1967	3.1	5.5	8.6	1.9	7.7	15.1	16.4	1.8	17.0	6.3	6.7	90.3
NCE EDWARD ISLAND												
Dec. 1968*	—	—	2.3	0.3	1.4	3.0	4.3	0.6	4.8	1.5	1.9	20.2
Nov. 1968*	—	—	2.4	0.5	2.0	3.6	4.3	0.6	4.8	1.5	1.8	21.6
Dec. 1967	—	—	1.5	0.4	1.6	3.3	3.8	0.6	4.5	1.6	2.0	19.3
A SCOTIA												
Dec. 1968*	1.4	7.0	18.0	13.6	11.7	21.9	33.6	6.6	31.0	13.3	17.4	175.7
Nov. 1968*	2.2	7.0	18.6	14.0	14.4	22.0	33.8	6.7	31.0	14.0	18.0	181.8
Dec. 1967	1.7	7.2	16.5	15.1	10.4	20.9	30.5	6.3	28.7	12.0	16.7	166.0
W BRUNSWICK												
Dec. 1968*	5.0	2.2	16.2	10.7	8.0	21.1	27.0	4.4	24.9	9.8	8.9	138.2
Nov. 1968*	6.1	2.4	17.5	11.4	9.4	19.9	27.1	4.5	24.9	10.3	8.9	142.3
Dec. 1967	7.0	2.4	15.4	10.3	8.1	22.2	24.4	4.3	23.3	9.4	8.5	135.2
BEC												
Dec. 1968*	15.4	23.8	315.0	194.0	65.8	176.3	261.1	79.8	263.6	160.5	50.2	1,605.6
Nov. 1968*	20.9	24.8	324.4	200.3	85.1	181.2	260.0	80.3	261.8	159.4	56.1	1,654.3
Dec. 1967	20.9	24.8	301.8	186.6	66.2	173.0	243.2	73.9	245.7	152.2	53.6	1,542.1
ARIO												
Dec. 1968*	11.3	34.4	365.4	450.4	130.3	205.0	417.9	124.0	351.9	248.5	119.7	2,458.8
Nov. 1968*	11.1	35.3	376.7	453.7	154.9	211.0	410.3	122.9	348.3	256.4	121.4	2,502.1
Dec. 1967	12.4	33.5	350.1	444.3	125.5	206.8	389.0	115.8	318.8	221.2	110.3	2,327.6
ITOBA												
Dec. 1968*	0.6	6.7	27.3	19.8	13.9	44.3	53.3	12.8	43.2	29.7	13.4	265.0
Nov. 1968*	0.7	6.8	28.1	20.4	16.9	45.7	53.7	13.1	42.9	30.1	13.8	272.2
Dec. 1967	0.7	6.1	25.8	19.0	13.1	43.9	53.8	12.2	41.2	27.3	13.6	256.6
SATCHEWAN												
Dec. 1968*	0.5	5.0	9.5	5.2	11.4	25.7	42.1	8.4	40.0	19.7	11.2	178.7
Nov. 1968*	0.6	5.2	10.0	5.6	15.0	26.5	40.7	8.3	40.1	19.7	11.4	183.3
Dec. 1967	0.6	5.4	9.4	5.4	12.5	25.3	39.0	8.1	38.7	17.1	12.5	174.0
ERTA												
Dec. 1968*	1.7	21.5	26.2	24.1	31.1	47.5	85.9	18.7	76.6	50.2	22.1	405.6
Nov. 1968*	1.7	21.2	26.8	23.8	36.6	49.0	84.2	18.8	76.3	52.5	22.2	413.0
Dec. 1967	1.6	20.1	25.3	25.0	31.7	46.9	78.2	16.1	70.6	46.4	20.7	382.5
ISH COLUMBIA												
Dec. 1968*	16.0	9.4	49.0	73.4	29.1	76.4	110.1	30.0	83.5	73.3	17.0	567.2
Nov. 1968*	20.2	9.7	50.9	74.2	37.9	76.4	108.5	31.1	83.7	73.6	17.1	583.2
Dec. 1967	16.1	9.2	45.1	67.3	30.8	74.1	100.7	24.9	77.6	65.5	16.3	527.7

reminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.
ic des health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic
vt) and miscellaneous services.
E ludes municipal government employees and provincial employees in British Columbia.
T Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.
SII 1960 Standard Industrial Classification.
URE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	December 1968	November 1968	December 1967	December 1968	November 1968	Decembe 1967
		(1961 = 100)		$	$	$
MINING, INCLUDING MILLING	108.2	109.7	107.2	141.78	145.15	133.36
Metals	102.1	102.8	101.1	142.81	145.30	134.48
Mineral fuels	103.6	102.9	103.8	149.75	148.79	140.75
Non-metals except fuels	112.1	117.5	112.6	131.31	136.88	122.27
Quarries and sand pits	84.7	105.0	92.5	109.00	125.28	97.35
Services incidental to mining	164.8	162.9	155.0	143.03	152.84	136.82
MANUFACTURING	121.6	124.0	119.8	115.04	118.70	107.83
Durable goods	133.6	134.8	131.0	122.74	128.80	115.58
Non-durable goods	111.9	115.3	110.7	107.60	109.14	100.42
Food and beverages	102.6	109.6	102.4	103.75	103.18	97.93
Foods	101.3	109.0	100.9	100.28	99.50	94.68
Beverages	111.0	114.0	111.4	123.71	125.33	116.33
Tobacco processing and products	108.7	114.3	113.2	110.78	113.67	101.42
Rubber products	123.9	125.1	119.9	116.64	124.68	110.61
Leather products	99.2	101.6	94.8	71.10	78.46	67.37
Textile products	119.0	121.0	117.6	96.27	98.68	89.71
Knitting mills	115.4	119.1	105.1	68.55	75.31	63.73
Clothing	104.3	108.1	105.1	66.09	71.99	60.92
Wood products	110.2	111.8	102.2	104.53	108.61	95.88
Furniture and fixtures	127.9	132.4	124.4	87.09	98.09	82.95
Paper and allied industries	117.7	117.2	117.1	138.04	137.33	125.53
Printing, publishing and allied industries	113.0	114.7	113.0	120.09	122.72	112.57
Primary metal industries	126.8	126.8	121.6	137.86	140.43	131.73
Metal fabricating industries	130.8	133.2	128.2	116.33	123.82	109.08
Machinery, except electrical	143.5	139.0	145.6	131.15	134.26	120.53
Transportation equipment	153.3	154.2	154.4	135.06	147.02	129.44
Electrical products	145.2	147.1	142.8	117.36	120.63	109.56
Non-metallic mineral products	114.0	119.6	112.7	120.49	125.85	110.37
Petroleum and coal products	102.2	102.5	101.0	173.73	172.24	162.68
Chemicals and chemical products	117.1	118.4	117.7	133.68	133.32	124.47
Miscellaneous manufacturing industries	138.7	144.7	131.4	97.65	100.98	92.14
CONSTRUCTION	103.1	123.6	103.4	120.53	142.67	113.37
Building	114.4	133.3	113.2	116.48	141.21	109.70
Engineering	83.6	107.0	86.4	130.10	145.82	121.68
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.5	110.9	108.1	126.04	126.48	115.38
Transportation	105.8	107.6	103.5	123.56	125.38	112.65
Storage	111.2	113.7	114.6	116.00	114.39	101.40
Communication	117.2	117.4	118.0	123.40	120.79	113.82
TRADE	139.4	137.9	134.6	89.06	88.27	81.56
Wholesale trade	123.6	125.3	120.7	113.64	112.85	103.03
Retail trade	148.2	144.7	142.3	77.73	76.53	71.46
FINANCE, INSURANCE AND REAL ESTATE	133.5	133.3	128.4	109.75	109.38	100.44
Financial institutions	137.4	136.7	131.1	108.20	108.09	97.88
Insurance and real estate	128.2	128.6	124.8	111.98	111.22	104.07
SERVICE	155.3	160.1	149.2	81.65	81.48	76.54
Recreational services	132.0	142.3	126.5	74.26	74.09	68.37
Business services	173.9	179.0	163.6	127.47	125.21	120.06
Personal services	143.2	147.9	138.9	59.96	59.90	56.09
Miscellaneous services	184.8	186.9	178.9	84.23	86.89	80.89
INDUSTRIAL COMPOSITE	122.7	125.7	120.5	110.15	113.37	102.49

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

BLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1968	Nov. 1968	Dec. 1967	Dec. 1968	Nov. 1968	Dec. 1967	Dec. 1968	Nov. 1968	Dec. 1967
				$	$	$	$	$	$
NING, INCLUDING MILLING	40.0	42.5	41.0	3.22	3.17	2.97	128.80	134.62	121.90
Metals	40.1	41.7	40.9	3.34	3.30	3.10	133.86	137.60	126.76
Mineral fuels	42.4	42.3	43.0	2.69	2.66	2.48	113.99	112.56	106.65
Non-metals, except fuels	40.2	43.8	41.6	2.98	2.95	2.76	119.90	129.23	114.92
Quarries and sand pits	38.1	48.3	38.2	2.56	2.54	2.34	97.47	122.71	89.62
Services incidental to mining	37.5	43.2	39.2	3.58	3.48	3.31	134.38	150.41	129.71
NUFACTURING	38.1	40.9	38.7	2.70	2.66	2.50	102.71	108.68	96.78
Durable goods	38.6	41.9	39.6	2.88	2.87	2.67	111.02	120.03	105.78
Non-durable goods	37.5	39.9	37.8	2.51	2.44	2.32	94.16	97.28	87.65
Food and beverages	37.4	39.1	38.4	2.43	2.36	2.26	90.99	92.42	86.85
Foods	37.2	38.9	38.1	2.36	2.29	2.21	87.83	89.03	84.01
Beverages	39.4	40.8	40.5	2.89	2.90	2.63	113.93	118.18	106.65
Tobacco processing and products	33.9	37.5	35.2	2.88	2.69	2.53	97.55	100.73	89.12
Rubber products	37.7	42.0	39.9	2.78	2.78	2.53	104.88	117.06	101.16
Leather products	34.4	39.9	35.3	1.83	1.81	1.70	62.99	72.09	59.82
Textile products	39.3	42.1	39.3	2.15	2.09	1.99	84.59	88.07	78.24
Miscellaneous textiles	36.7	40.4	36.6	2.20	2.18	2.07	80.79	88.29	75.83
Knitting mills	37.3	41.6	36.2	1.61	1.61	1.50	59.99	66.97	54.33
Clothing	32.2	36.8	32.7	1.81	1.77	1.63	58.19	65.13	53.35
Wood products	37.9	40.6	38.0	2.60	2.56	2.38	98.65	103.86	90.46
Furniture and fixtures	36.8	43.0	38.0	2.10	2.12	1.96	77.49	91.20	74.45
Paper and allied industries	40.9	41.4	39.9	3.16	3.11	2.92	129.22	128.95	116.39
Pulp and paper mills	42.3	41.5	40.8	3.44	3.42	3.18	145.43	141.90	129.65
Printing, publishing and allied industries	36.6	38.3	37.0	3.14	3.14	2.89	114.83	120.25	106.94
Primary metal industries	39.4	41.1	39.9	3.26	3.21	3.07	128.41	131.77	122.54
Iron and steel mills	39.6	40.1	39.2	3.38	3.33	3.16	133.78	133.72	124.05
Metal fabricating industries	38.5	41.7	38.6	2.77	2.81	2.57	106.40	117.05	99.12
Machinery, except electrical	38.6	41.9	39.1	3.00	2.97	2.77	115.60	124.34	108.44
Transportation equipment	38.6	43.3	42.0	3.17	3.22	2.89	122.46	139.19	121.27
Aircraft and parts	39.2	42.4	40.9	3.09	3.06	2.81	121.07	129.99	115.11
Motor vehicles	39.0	43.7	43.1	3.29	3.38	2.99	128.52	147.65	128.65
Assembling	39.6	45.4	44.1	3.49	3.65	3.13	138.10	165.73	137.81
Parts and accessories	38.7	42.4	42.6	3.17	3.19	2.91	122.69	135.38	124.18
Shipbuilding and repairing	34.2	41.3	38.8	3.10	3.10	2.79	106.02	127.72	108.34
Electrical products	38.5	41.0	38.6	2.59	2.56	2.42	99.55	104.78	93.28
Communications equipment	38.1	40.5	37.9	2.49	2.43	2.32	94.90	98.18	87.86
Non-metallic mineral products	39.8	43.2	39.8	2.79	2.78	2.57	111.02	119.86	102.06
Petroleum and coal products	43.5	42.9	43.3	3.73	3.69	3.47	161.86	158.05	150.24
Chemical and chemical products	40.2	41.0	40.5	2.91	2.86	2.68	116.77	117.04	108.56
Miscellaneous manufacturing industries	37.5	40.7	38.1	2.16	2.12	2.01	80.94	86.45	76.64
ONSTRUCTION	32.0	40.7	33.2	3.50	3.44	3.17	111.69	140.00	105.24
Building	30.0	39.2	31.2	3.57	3.53	3.26	107.00	138.59	101.79
General contractors	29.7	39.1	31.2	3.47	3.40	3.13	103.13	133.10	97.64
Special trade contractors	30.1	39.4	31.3	3.65	3.63	3.36	109.89	142.79	105.14
Engineering	36.8	43.7	37.8	3.35	3.27	2.99	123.07	143.09	113.24
Highways, bridges and streets	36.6	43.5	38.4	2.72	2.68	2.43	99.72	116.48	93.37
Other engineering	36.9	44.0	37.3	3.80	3.79	3.50	140.41	166.87	130.46
ER INDUSTRIES									
Urban transit	41.7	41.8	41.4	3.32	3.30	3.09	138.25	137.74	127.86
Highway and bridge maintenance	38.0	38.8	38.7	2.58	2.43	2.33	98.16	94.36	90.17
Laundries, cleaners and pressers	35.4	37.5	37.7	1.54	1.55	1.43	54.42	58.35	54.01
Hotels, restaurants and taverns	32.3	32.9	33.1	1.57	1.55	1.45	50.62	50.90	47.99

te figures subject to revision.

URCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.42	140.3	117.1
June	40.4	2.57	103.94	139.7	116.0
July	40.0	2.56	102.23	137.4	113.8
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November*	40.9	2.66	108.68	146.0	119.4
December†	38.1	2.70	102.71	138.0	112.5

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consu Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	December 1968	November 1968	December 1967	December 1968	November 1968	Decembe 1967
				$	$	$
Newfoundland	36.1	36.0	37.0	2.47	2.25	2.43
Nova Scotia	37.0	39.5	37.0	2.11	2.07	2.02
New Brunswick	39.3	41.0	39.4	2.25	2.16	2.15
Quebec	38.1	41.7	38.9	2.43	2.38	2.24
Ontario	38.4	41.1	39.0	2.82	2.80	2.62
Manitoba	37.5	39.9	37.9	2.37	2.37	2.21
Saskatchewan	38.8	40.5	39.3	2.88	2.82	2.62
Alberta	37.8	39.2	38.0	2.73	2.70	2.53
British Columbia	36.5	38.1	36.7	3.35	3.31	3.15

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid unde surance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the erations of the Unemployment Insurance Act, and relate persons in contact with the Unemployment Insurance mmission, either as contributors or claimants. The data are mpiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307, May issue.

BLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
8—December	5,397,000	4,899,100	497,900
November	5,356,000	5,014,400	341,600
October	5,295,000	5,030,500	264,500
September	5,301,000	5,054,300	246,700
August	5,320,000	5,050,200	269,800
July	5,256,000	4,935,000	321,000
June*	5,262,000	4,970,900	291,100
May	4,727,000	4,405,600	321,400
April	4,859,000	4,284,000	575,000
March	4,894,000	4,237,100	656,900
February	4,864,000	4,204,500	659,500
January	4,881,000	4,247,700	633,300
7—December	4,828,000	4,326,500	501,500

ective June 30, 1968, coverage was increased to include salaried kers earning up to $7,800 a year.

TABLE E-4—Benefit Payments, by Province, January 1969

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	104,109	3,114,483
Prince Edward Island	23,756	685,804
Nova Scotia	107,110	3,142,734
New Brunswick	108,936	3,256,051
Quebec	603,506	18,525,899
Ontario	589,376	17,646,656
Manitoba	86,820	2,651,707
Saskatchewan	80,019	2,465,704
Alberta	85,118	2,665,755
British Columbia	218,934	7,084,475
Total, Canada, January 1969	2,001,684	61,239,268
Total, Canada, December 1968	1,060,154	30,800,219
Total, Canada, January 1968	1,904,509	50,764,705

BLE E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	*January 1969*			*January 1968*		
	*Total**	*Initial*	*Renewal*	*Total*	*Initial*	*Renewal*
ADA	267,291	210,201	57,090	295,843	228,066	67,777
ewfoundland	9,701	8,330	1,371	11,672	9,930	1,742
rince Edward Island	2,145	1,837	308	2,222	1,900	322
ova Scotia	14,341	12,098	2,243	18,167	15,137	3,030
ew Brunswick	10,671	8,923	1,748	14,124	11,219	2,905
uebec	76,530	58,123	18,407	88,778	66,815	21,963
ntario	78,567	59,463	19,104	95,132	70,425	24,807
anitoba	10,098	8,293	1,805	11,102	9,183	1,919
askatchewan	9,690	8,182	1,508	9,600	8,239	1,361
lberta	14,465	11,817	2,648	12,699	10,398	2,301
ritish Columbia	41,083	33,135	7,948	32,347	24,820	7,527

In addition, revised claims numbered 54,173.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 31, 19

Province and sex	Total claimants	Number of Weeks on Claim (based on 20 per cent sample)			Total Claimants	
		1-4	5-13	14-26	27 or more*	January 31, 1968
CANADA	615,960	272,539	240,820	66,679	35,922	633,292
Male	447,589	211,791	181,553	35,694	18,551	468,391
Female	168,371	60,748	59,267	30,985	17,371	164,901
NEWFOUNDLAND	34,663	12,170	19,172	2,436	885	34,198
Male	31,115	11,101	17,772	1,718	524	31,031
Female	3,548	1,069	1,400	718	361	3,167
PRINCE EDWARD ISLAND	6,687	2,295	4,012	245	135	7,235
Male	5,216	1,764	3,266	108	78	5,376
Female	1,471	531	746	137	57	1,859
NOVA SCOTIA	32,953	15,192	13,398	2,783	1,580	35,372
Male	26,063	12,388	10,728	1,807	1,140	28,694
Female	6,890	2,804	2,670	976	440	6,678
NEW BRUNSWICK	32,513	12,067	16,314	2,832	1,300	33,585
Male	24,838	10,020	12,287	1,720	811	26,828
Female	7,675	2,047	4,027	1,112	489	6,757
QUEBEC	187,039	81,212	72,622	21,887	11,318	193,211
Male	137,974	63,745	55,942	12,482	5,805	147,624
Female	49,065	17,467	16,680	9,405	5,513	45,587
ONTARIO	165,089	76,308	54,918	20,604	13,259	184,037
Male	103,342	53,021	34,246	9,395	6,680	119,803
Female	61,747	23,287	20,672	11,209	6,579	64,234
MANITOBA	22,710	9,792	9,638	2,133	1,147	25,415
Male	16,944	7,526	7,766	1,095	557	19,253
Female	5,766	2,266	1,872	1,038	590	6,162
SASKATCHEWAN	22,267	9,624	9,817	1,968	858	20,201
Male	17,891	7,892	8,471	1,168	360	16,106
Female	4,376	1,732	1,346	800	498	4,095
ALBERTA	27,788	13,702	9,843	2,839	1,404	25,729
Male	21,063	11,250	7,931	1,282	600	19,554
Female	6,725	2,452	1,912	1,557	804	6,175
BRITISH COLUMBIA	84,251	40,177	31,086	8,952	4,036	74,309
Male	63,143	33,084	23,144	4,919	1,996	54,122
Female	21,108	7,093	7,942	4,033	2,040	20,187

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

F—Prices

BLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1961 = 100)				
4—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
5—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
6—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
7—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
8—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
8—March	118.6	119.9	117.1	120.5	114.0	125.1	118.1	119.0
April	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
9—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
				(1949 = 100)				
March	159.2*							

r an interim period the all-items index only will be published on both the 1961 and the 1949 base.
TE: 1957 weighted. Calculated by the Prices Division, DBS.

BLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of March 1969

	All-Items									
	March 1969	*Feb. 1969*	*March 1968*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1961 = 100)				
ohn's, Nfld.	118.2	117.8	113.6	117.4	113.0	125.2	111.2	128.0	108.8	142.4
ax	115.9	115.5	112.5	122.3	110.2	120.9	106.7	131.0	121.1	113.1
. John	117.1	116.3	113.9	122.2	110.3	124.0	116.4	125.1	124.1	113.1
ctreal	120.0	120.4	116.7	122.5	112.4	121.2	117.9	124.8	136.8	127.7
wa	120.8	120.1	117.1	125.1	112.3	124.3	118.4	131.9	130.4	124.8
nto	121.9	121.2	117.9	122.2	116.8	127.0	125.2	129.1	121.0	123.6
nipeg	120.9	120.4	116.6	123.0	111.4	130.2	119.3	136.5	123.8	128.1
katoon-Regina	117.7	117.7	114.8	121.3	112.1	124.4	112.1	123.9	122.0	120.8
monton-Calgary	119.6	119.2	115.0	123.0	114.1	123.8	117.4	131.8	124.6	114.3
ouver	117.6	117.3	114.2	122.8	111.9	122.7	115.7	125.8	117.0	112.3

E: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. T number of workers involved includes all workers report on strike or locked out, whether or not they all belonged the union directly involved in the disputes leading to the wo stoppages. Workers indirectly affected, such as those laid as a result of a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1964-69

Month or Year	*Strike and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
		Strike and Lockouts	*Workers Involved*	*Duration in Man-Days*	
				Man-Days	*Per cent of Estimated Working Ti*
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
*1968	481	512	223,562	5,175,670	0.32
*1968—March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
*1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13

*Preliminary

TABLE G-2—Strikes and Lockouts, March 1969 by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Forestry	1	475	810
Mines	5	1,231	8,930
Manufacturing	49	10,208	107,080
Construction	12	2,860	22,680
Transportation and utilities	5	7,291	22,580
Trade	3	266	3,870
Finance	—	—	—
Service	7	335	2,540
Public administration	1	30	630
ALL INDUSTRIES	83	22,696	169,120

TABLE G-3—Strikes and Lockouts, March 1969 by Jur diction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Da*
Newfoundland	1	1,200	1,20
Prince Edward Island	—	—	—
Nova Scotia	5	1,585	4,50
New Brunswick	3	938	1,07
Quebec	10	1,172	8,68
Ontario	44	12,922	128,51
Manitoba	—	—	—
Saskatchewan	3	382	4,82
Alberta	3	231	3,01
British Columbia	9	1,259	8,66
Federal	5	3,007	8,67
ALL JURISDICTIONS	83	22,696	169,12

BLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *March*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
RESTRY						
MacMillan Bloedel Ltd., Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	475	810	810	Mar. 7 Mar. 12	Alleged grievances—Return of workers.
NES						
tal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,420	3,420	Mar. 4 —	5-day work week—
Denison Mines Ltd., Elliot Lake, Ont.	Steelworkers Loc. 5762 (AFL-CIO/CLC)	700	1,400	1,400	Mar. 13 Mar. 17	Alleged grievances including work scheduling, etc.—Pickets withdrawn at union request.
n-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	340	340	Mar. 30 —	Wages—
ANUFACTURING						
d and Beverages						
Nova Scotia Co-operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	2,100	6,500	Dec. 30 —	Wages, working conditions—
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	199	4,180	5,180	Feb. 22 —	Wages—
Gerber Products of Canada Ltd., Niagara Falls, Ont.	District 50 (U.M.W.A.) Loc. 14059 (Ind.)	140	2,940	3,640	Feb. 24 —	Wages, vacations—
Quaker Oats Co. of Canada Ltd., Saskatoon, Sask.	Packinghouse Workers Loc. 418 (AFL-CIO/CLC)	143	3,000	3,570	Feb. 25 —	Wages, shift premiums, vacations —
Maple Leaf Mills Ltd., St. Boniface, Man.	Packinghouse Workers Loc. 534 (AFL-CIO/CLC)	140	1,350	1,350	Mar. 10 Mar. 22	Wages—30¢ an hr. increase retroactive July 1, 1968, 26¢ July 1, 1969, 20¢ July 1, 1970; other improved benefits.
ber						
Chicago Rawhide, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	129	2,580	8,000	Nov. 9 Mar. 31	Wages, hours—Wage increase, other improved benefits.
tiles						
Canadian Celanese Ltd., Drel, Que.	Textile Workers' Union Loc. 1621 (AFL-CIO/CLC)	702	1,660	1,660	Mar. 21 —	Wages—
od						
Crestbrook Forest Industries Limited, Port MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,210	7,670	Dec. 17 —	Wages, fringe benefits, holidays—
niture and Fixtures						
Steel Equipment Co. Ltd. Pembroke, Ont.	Steelworkers Loc. 3257 (AFL-CIO/CLC)	176	970	970	Mar. 24 —	Wages, fringe benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Result
Paper						
Lily Cups Limited, Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	300	6,300	6,450	Feb. 28 —	Failure to reach agreement—
The Bowaters' Nfld. Ltd. Corner Brook, Nfld.	Four unions	1,200	1,200	1,200	Mar. 30 —	Integration of company pens plan and Canada Pension plan
Printing and Publishing						
Three printing firms, Saskatoon, Sask.	Saskatoon Allied Printing Trades Council	179	1,430	1,430	Mar. 3 Mar. 13	Wages, fringe benefits—26¢ crease first year, 15¢ next 6 m 14¢ following 6 mos.
Primary Metals						
Anthes Eastern Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (CLC)	285	5,990	8,980	Feb. 14 —	Wages—
Plasticast Limited, Windsor, Ont.	Machinists Loc. 2270 (AFL-CIO/CLC)	245	5,150	6,620	Feb. 21 —	Wages—
Atlas Steels Co., Welland, Ont.	Steelworkers Loc. 7777 (AFL-CIO/CLC)	312	6,550	6,550	Mar. 3 —	Wages—
Sydney Steel Corporation, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	700	1,400	1,400	Mar. 10 Mar. 12	Protest over company decisior contract-out work—Return c workers when court order issu
Metal Fabricating						
Nicholson File Co. of Canada Ltd., Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	4,980	12,560	Jan. 16 —	Wages, contract language—
Anthes Steel Products Ltd., Cooksville, Ont.	Steelworkers Loc. 4515 (AFL-CIO/CLC)	230	4,830	9,430	Feb. 3 —	Wages—
Greening Industries Ltd., Hamilton and Orangeville, Ont.	Steelworkers Locs. 2950 & 6266 (AFL-CIO/CLC)	183	1,170	1,170	Mar. 15 Mar. 31	Wages—89¢ an hr. increase c three years.
Machinery						
Dorr-Oliver-Long Ltd., Orillia, Ont.	Steelworkers Loc. 4697 (AFL-CIO/CLC)	340	7,140	17,680	Jan. 17 —	Wages, hours, statutory holid revision of the classification s tem—
Transportation Equipment						
Kysor of Ridgetown Ltd., Ridgetown, Ont.	Auto Workers Loc. 347 (CLC)	149	2,830	2,830	Mar. 5 —	Wages—
Saint John Dry Dock and Shipbuilding Co. Ltd., Saint John, N.B.	Marine Workers Loc. 3 (CLC)	800	800	800	Mar. 17 Mar. 18	Alleged dispute over subc tracting out—Return of worke
Electrical Products						
Fergus Cables Ltd. Div. of Canada Wire & Cable Ltd., Fergus, Ont.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	184	2,760	2,760	Mar. 11 —	Wages, working conditions—

BLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *March*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
lcGraw-Edison (Canada) Ltd., carborough, Ont.	Steelworkers Loc. 7134 (AFL-CIO/CLC)	223	2,450	2,450	Mar. 17 —	Failure to reach agreement—
elvinator of Canada Ltd., ondon, Ont.	Auto Workers Loc. 27 (CLC)	300	450	450	Mar. 19 Mar. 20	Alleged slowness in negotiating new contract—Union persuaded men to return to work.
-Metallic Mineral Products						
anadian Salt Ltd., Vindsor, Ont.	Auto Workers Locs. 195 & 240 (CLC)	107	1,920	5,210	Jan. 9	Delay in new contract negotiations—
ominion Glass Co. Ltd., allaceburg, Ont.	Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC)	831	2,410	2,410	Mar. 27 —	Wages, other benefits—
mical Products						
yanamid of Canada Ltd., elland, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	500	8,500	28,500	Jan. 6 Mar. 26	Wages—Wage and shift premium increases, $95. settlement pay, other improved benefits.
ellaneous Manufacturing						
orth American Plastics Ltd., allaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	64,720	May 17 —	Wages, union security, grievance procedure—
NSTRUCTION						
veral plumbing contractors, rious locations rthwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	36,600	July 15 —	Wages, other benefits—
odern Paving, Lambert de Lévis, e.	Building and Woodworkers Federation (CNTU)	110	2,310	19,470	July 19 —	Security of employment—
mmus Co. (Canada) Ltd., int Tupper, N.S.	Various unions	705	710	1,420	Feb. 28 Mar. 4	Alleged dispute over food and eating facilities—Return of workers.
kehead Sheet Metal Contractors Association, rious locations— rt William and Port Arthur, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	225	4,730	4,960	Feb. 28 —	Wages, fringe benefits—
nda Mines Ltd., chland, B.C.	Various unions	450	1,350	1,350	Mar. 12 Mar. 17	Grievance over travel time—Return of workers.
ater Windsor Paving, ewer Watermain Assoc., ndsor and area, Ont.	Various unions	273	3,000	3,000	Mar. 17 —	Failure to reach agreement—
vo of Canada Ltd., arson, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	700	3,500	3,500	Mar. 24 Mar. 28	Alleged violation of safety practices—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration Man-Days* — *March*	*Duration Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
TRANSPORTATION AND UTILITIES						
Transportation						
*Lakehead Freightways Ltd., Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	3,210	Feb. 19 —	Hours of work, safety condition
Communication						
*Post Office Department, Various centres, Ont., Man. & Sask.	Letter Carriers various locals (CLC)	1,309	2,780	2,780	Mar. 7 Mar. 12	Hours, working conditions— turn of workers.
*Canadian Broadcasting Corporation, Toronto, Winnipeg and Edmonton	Radio and Television Employees (A.R.T.E.C.) (CLC)	758	760	760	Mar. 17 Mar. 18	Wages—Return of workers.
Power, Gas and Water						
Ontario Hydro, Province-wide, Ontario.	Public Employees Loc. 1,000 (CLC)	5,110	16,530	49,610	Feb. 3 Mar. 10	Wages, other benefits—Retur workers.
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	3,360	8,640	Jan. 15 —	Disagreement over new contra
SERVICE						
Education						
Three Hills School Div., Various locations west of Drumheller, Alta.	Alberta Teachers' Association	109	440	440	Mar. 10 Mar. 14	Wages—11% wage increase 2 years.
Commission Scolaire Régionale Henri-Bourassa, Mont-Laurier, Que.	Public Service Employees' Federation (CNTU)	116	460	460	Mar. 11 Mar. 18	Wages, other benefits—Retur workers.

*Federal jurisdiction.

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(Continued from inside front cover)

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Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly restday, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section), and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/*1967*.

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